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Preface

Collaborative Research Program
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This study was undertaken as a component of the Collaborative Research Program organized by Statistics Canada and the Institute for Research on Public Policy. Under the terms of this Program, which was launched in 1988, Statistics Canada contributes special Census data, as well as other data required for approved projects. Several professional staff members of Statistics Canada are also providing their time as researchers within the Program. The Institute for Research on Public Policy is responsible for the management of the Program, is contributing the time of in-house researchers to conduct a number of the projects, and is providing stipends and research support to external researchers. The Institute is also responsible for disseminating the results of the research projects.

Considerable financial resources from the private and public sectors have been mobilized in support of the Collaborative Research Program. Status of Women Canada has provided support since 1988 for the overall Program. The Donner Canadian Foundation is supporting a number of projects in the area of immigration, as part of its broader support to IRPP's Social Policy Program for immigration research. Health and Welfare Canada and the Canada Mortgage and Housing Corporation are providing financial assistance for projects in the area of aging. And, the Canadian Labour Market and Productivity Centre is contributing to a project on labour adjustment.

The Statistics Canada/IRPP Collaborative Research Program illustrates the benefits of a program of co-operative research designed to assure the utilization of available data for policy analysis. The individual products of the Program, however, express the views of the authors, and do not necessarily reflect the views of Statistics Canada, IRPP, or the contributing departments and agencies.

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IMMIGRANTS IN THE CANADIAN LABOUR FORCE: THEIR ROLE IN STRUCTURAL CHANGE *

by

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and

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Institute for Research on Public Policy **

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Finally, we are grateful to Status of Women Canada for its financial contribution to the Collaborative Research Program, and to the Donner Canadian Foundation for its financial support to the Institute's immigration research program.

Executive Summary

The main purpose of this study by Shirley Seward and Marc Tremblay is to analyze the role of immigrants in the Canadian labour market, particularly the role that immigrants play in structural change. The authors test the extent to which the "structural change" model of immigrant adaptation was applicable at the time of the 1986 Census. The underlying assumption of this model is that immigrants respond to the need for labour in the expanding parts of the economy, thereby facilitating structural change. In particular, the authors seek answers to the following questions: Are immigrants concentrated and over-represented in industries where employment has been growing relatively rapidly or slowly? Are immigrants over-represented in industries with relatively high or low unemployment rates? In other words, are immigrants responding to the need for labour in the expanding parts of the industrial structure, or are they concentrated and over-represented in industries that are in relative decline? And, are there differences among different immigrant groups, depending on sex, place of birth or length of time in Canada?

The release of this study is timely, given the federal government's current policy of increasing immigration levels and its plan to engage in broad consultations during 1990 to determine immigration levels for the medium-term future. In a letter dated August 15, 1989, the Honourable Barbara McDougall, Minister of Employment and Immigration, has sought the views of experts and interested organizations regarding immigration levels for 1990 and beyond. The Minister summed up the situation as follows:

> The post-war average annual intake has now been surpassed, and we now propose to take careful stock of the situation. For this reason, only a modest increase is contemplated in the size of the level in 1990, bringing the planning range to 160,000-170,000. The proposal for next year would not, however, constitute a pre-judgment about the future. It will, rather, allow us time to examine all aspects of the issue and to consult more broadly and effectively before deciding on a direction for the future rate of immigration.

The evidence in this paper provides only partial support for the structural change model of immigrant adaptation. The major findings of the study can be summarized as follows:

- Immigrant women are not responding as effectively to changing labour markets as non-immigrant women. There are many possible explanations for this, including language problems, difficulties with recognition of credentials and discrimination in the labour market. At the same time, it should be stressed that both non-immigrant and immigrant women are responding more effectively than their male counterparts to the demand for labour in rapidly expanding industries, in view of the greater representation of females in the growing service sector.

- The experience of more recently arrived immigrant women from traditional sources (i.e., Europe and North America) supports the structural change model, whereas the evidence for recent immigrants from non-traditional sources (i.e., Asia, Africa, Caribbean and Bermuda, Central and South America, and

Oceania and other) does not support the model. This may be explained, in part, by the fact that recent arrivals from non-traditional sources tend to have lower levels of education compared to earlier arrivals. In the case of immigrant women from traditional sources, educational levels of recent arrivals are actually higher than those of earlier arrivals. Also, a higher proportion of recent arrivals from non-traditional sources than recent arrivals from traditional sources has no knowledge of French or English. This would tend to restrict the access of recent non-traditional immigrants to those rapidly growing service industries where a knowledge of the official languages is required.

- There is more support for the structural change model in the case of male immigrants. They appear to be responding more effectively than their non-immigrant counterparts to labour needs in rapidly expanding industries. This is especially marked for immigrants from non-traditional sources, which is perhaps not surprising given the high educational levels of this group. A particularly interesting point is that the majority of both traditional immigrant males and non-immigrant males are in industries that have been growing, but at below-average rates. The key question is whether the skills of workers in these industries will be easily transferable to the growing service sector of the economy.

The fact that there is only partial support for the structural change model of immigrant adaptation suggests that the assumptions often made regarding the role of immigrants in the labour force may be over-stated. Why is this so? Part of the reason is that Canadian immigration policy is not restricted to economic, and specifically labour market, objectives. Furthermore, the nature of immigration flows has changed considerably since the early 1970s, as reflected in the increasing proportion of family class and refugee class immigrants, who are not selected with specific reference to their suitability for the labour force.

If one accepts that the role of immigrants in structural change is important, there are two types of implications for public policy. First, the government can endeavour to be more selective in admitting immigrants who are suited to the changing labour market. Indeed, the current Conservative government is attempting to alter the balance among the economic, social and humanitarian objectives of immigration and to encourage a shift in favour of independent class immigrants. The proportion of independent class immigrants has recently begun to rise as the proportion of family class immigrants declines. However, it may be difficult to sustain these trends, since there is always a lag in the admission of family class immigrants after the arrival of independent immigrants, and Canada's commitment to family reunification is important. Also, refugee pressures are increasing in the international sphere, and Canada has humanitarian goals and obligations as well. There are approximately 12 to 13 million refugees in the world today, and increasing numbers may see Canada as a country of first asylum. The reality is that it may be difficult to predict future flows of refugees.

Given the difficulties of pursuing a highly selective immigration policy, a second, and indeed complementary, strategy would be to ensure that all immigrants have access to adequate labour adjustment programs designed to increase their mobility and effectiveness in the labour force. Previous research has pointed to the need to improve and expand language training and skills upgrading programs provided by the federal government. Furthermore, the provision of literacy training and basic education would appear essential for immigrants with less than nine years of education. These labour adjustment programs, together with

efforts to facilitate the recognition of foreign credentials and to remove discriminatory barriers to employment, would not only assist immigrants but would also improve the functioning of the labour market.

The findings of this paper suggest that the consideration of future immigration levels must take into account not only the potential economic benefits frequently associated with higher immigration levels, but also the potential difficulties of labour adjustment that may be faced by certain immigrant groups in the future. In particular, an explicit effort should be made to integrate immigration policy and labour adjustment p icy, in order to ensure that the full potential of immigrants in the labour force is realized.

These conclusions and policy recommendations are arrived at through a series of steps. The paper begins with a brief review of immigration trends since World War II. This includes a discussion of changes in immigration policy, as well as shifts in the proportion of immigrants by immigration class and place of last permanent residence. The second section describes the characteristics of immigrants in the labour force. There is a discussion of differences in labour force participation rates between immigrants and non-immigrants and among different groups of immigrants. There is also an analysis of the characteristics of labour force participants, including their geographic distribution, educational levels, and knowledge of French and English. The third part of the paper examines the over-representation and patterns of concentration of immigrants in the Canadian industrial structure in order to assess the extent to which immigrants respond to labour needs in expanding parts of the economy. This section includes a review of changes in the Canadian industrial structure between 1971 and 1981. The concluding section summarizes the major findings of the paper and suggests broad implications for public policy.

This paper represents the first phase of research regarding the role of immigrants in structural change. A second phase of the research is being designed to answer a set of questions regarding the type of labour provided by immigrants. Specifically, are immigrants concentrated and over-represented in low-skill, low-wage industries, or in high-skill, high-wage industries? Also, what is the relationship between expanding/declining industries and their wage/skill profiles? This second phase of research involves an analysis of the average earnings, educational levels and official language abilities of the immigrant and non-immigrant labour force within each industry. While the first and second phases of this research are being conducted at the national level, subsequent phases will address these issues at the regional and provincial levels.

Sommaire

Le but premier de cette étude réalisée par Shirley Seward et Marc Tremblay est d'analyser la situation récente des immigrants à l'intérieur du marché du travail canadien et, en particulier, le rôle tenu par ces immigrants dans le contexte des changements structurels qui affectent ce marché. Les auteurs tentent de vérifier jusqu'à quel point le modèle de «changement structurel» relatif à l'adaptation des immigrants peut dépeindre la situation observée au moment du recensement de 1986. L'hypothèse sous-jacente à ce modèle est que les immigrants répondent bien aux besoins de main-d'oeuvre qui se font sentir dans les secteurs d'activité économique en expansion, ce qui facilite le processus des changements structurels. En particulier, les auteurs tentent de répondre aux questions suivantes. Les immigrants sont-ils concentrés ou surreprésentés dans les secteurs à croissance rapide ou dans ceux à croissance lente? Les immigrants sont-ils concentrés ou surreprésentés dans les secteurs où le taux de chômage est élevé ou dans ceux où le taux de chômage est faible? En d'autres termes, les immigrants répondent-ils de façon efficace aux besoins des secteurs en expansion, ou convergent-ils plutôt vers les secteurs en déclin? D'autre part, existe-t-il des différences importantes de comportement entre les divers groupes d'immigrants, selon le sexe, le lieu de naissance ou le temps de présence au Canada?

La diffusion de cette étude tombe à point, étant donné les politiques actuelles du gouvernement fédéral visant à rehausser, à court terme, les niveaux d'immigration et en vue des consultations à grande échelle que ce gouvernement compte entreprendre en 1990 dans le but de déterminer les niveaux souhaitables pour les prochaines années. A ce sujet, l'Honorable Barbara McDougall, ministre de l'emploi et de l'immigration, dans une lettre datée du 15 août 1989, demande l'avis des experts et des organisations intéressées; la ministre résume la situation de la façon suivante:

> Le mouvement annuel moyen de l'après-guerre a maintenant été dépassé, et nous nous proposons de suivre de près la situation. C'est pourquoi on n'envisage qu'une augmentation modérée du niveau pour 1990, soit une fourchette de planification de 160 000 à 170 000. Toutefois, en dépit de la fourchette envisagée pour l'an prochain, il n'y a pas lieu de préjuger de l'avenir. Voilà qui nous laissera le temps d'examiner tous les aspects de la question et de procéder à des consultations plus vastes avant de décider de la direction à imprimer aux futurs niveaux d'immigration.

Les faits qui ressortent de cette étude ne confirment que partiellement l'hypothèse du modèle de changement structurel relative à l'adaptation des immigrants. Les principaux résultats obtenus peuvent être résumés comme suit:

> De façon générale, les immigrantes ne répondent pas aussi bien que les autres femmes aux changements qui se produisent dans le marché du travail. Des problèmes de langue, de discrimination et de non-reconnaissance des compétences peuvent expliquer ce phénomène. Cependant, il faut souligner que les femmes, qu'elles soient immigrantes ou non, répondent mieux que les hommes aux besoins en main-d'oeuvre des secteurs en expansion, étant donné la place importante

qu'elles occupent dans le secteur des services, dont la croissance est relativement élevée.

Le modèle de changement structurel dépeint assez bien la situation des immigrantes arrivées récemment en provenance des sources «traditionnelles» d'immigration (i.e. l'Europe et l'Amérique du Nord), mais ce n'est pas le cas pour celles qui proviennent des sources «non-traditionnelles» (i.e. l'Asie, l'Afrique, les Caraïbes, l'Amérique Centrale et du Sud, l'Océanie et autres). Cela peut s'expliquer, en partie, par le faible niveau de scolarité des immigrantes récemment arrivées en provenance de sources non-traditionnelles, en comparaison avec celui des immigrantes provenant des mêmes sources mais arrivées depuis plus longtemps. Dans le cas des immigrantes provenant des sources traditionnelles, le niveau de scolarité est plus élevé chez celles qui sont arrivées plus récemment. Il faut noter, de plus, qu'il y a une plus grande proportion de femmes ne parlant ni l'anglais ni le français parmi les immigrantes d'arrivée récente en provenance de sources non-traditionnelles que parmi celles d'arrivée récente en provenance de sources traditionnelles. Cela a sans doute pour effet de restreindre l'accès de ces immigrantes des sources non-traditionnelles aux secteurs d'activité économique à croissance rapide où la connaissance des langues officielles est de rigueur.

En ce qui concerne les hommes immigrés, le modèle de changement structurel leur convient un peu mieux. Les immigrants, dans l'ensemble (et surtout ceux provenant des sources non-traditionnelles, qui se caractérisent par des niveaux de scolarité relativement élevés), répondent de façon plus efficace aux besoins de l'économie que ne le font les non-immigrants. Il est intéressant de remarquer que la majorité des non-immigrants et des immigrants de sources traditionnelles se retrouvent dans des secteurs d'activité économique dont le taux de croissance est positif mais inférieur à la moyenne. On peut se demander, alors, si ces travailleurs pourraient éventuellement s'intégrer dans le secteur des services, où la croissance est plus rapide.

Etant donné que l'hypothèse du modèle de changement structurel n'est que partiellement confirmée par ces résultats, il est permis de remettre en question le rôle précis que tiennent les immigrants dans le marché du travail canadien. Une des raisons pour lesquelles ce modèle ne s'applique pas très bien est que la politique d'immigration canadienne ne se limite pas à des objectifs de type purement économique. En outre, la nature de l'immigration a évolué considérablement depuis le début des années 1970, comme en font foi les proportions croissantes d'immigrants faisant partie des catégories «famille» et «réfugiés», lesquels ne sont pas sélectionnés en vue de leur intégration potentielle au marché du travail.

Si l'on considère que le rôle des immigrants dans le cadre du changement structurel est important, on doit alors envisager deux types de conséquences pour une politique d'immigration. En premier lieu, le gouvernement pourrait essayer d'être encore plus sélectif dans ses critères d'admission. En fait, le gouvernement actuel tente, présentement, de réviser l'équilibre existant entre les objectifs de type économique, social et humanitaire, et vise à favoriser un regain de la catégorie des immigrants «indépendants». La proportion des immigrants indépendants s'est d'ailleurs accrue récemment, au détriment des autres catégories d'immigrants. Toutefois, il pourrait être difficile de maintenir cette tendance, car une vague d'immigrants indépendants est généralement suivie d'une vague d'immigrants de la catégorie famille, la réunification des familles étant un élément important de la politique d'immigration canadienne. De plus, le nombre de réfugiés croît sans cesse à l'échelle internationale (il y en aurait de 12 à 13 millions présentement) et le Canada ne peut ignorer

ses objectifs humanitaires et ses obligations envers ces réfugiés. Concrètement, cependant, il est très difficle de prévoir quelle sera l'importance des flux de réfugiés dans les années à venir.

Etant donné les difficultés reliées à l'application d'une politique d'immigration hautement sélective, une approche complémentaire pourrait être envisagée qui viserait à s'assurer que tous les immigrants puissent avoir accès à des programmes d'aide ayant pour objectif d'accroître leur mobilité et leur efficacité à l'intérieur du marché du travail. Des recherches antérieures ont d'ailleurs montré le besoin urgent d'améliorer et d'étendre les programmes d'apprentissage des langues officielles et de perfectionnement des compétences offerts par le gouvernement fédéral. En outre, des programmes d'alphabétisation et d'éducation de base s'avèrent sans doute essentiels pour la plupart des immigrants n'ayant qu'une scolarité élémentaire. Ces divers programmes, combinés à un effort accru de reconnaissance des compétences et de démantèlement des barrières discriminatoires, contribueraient non seulement à donner un coup de pouce aux immigrants mais aussi à améliorer le fonctionnement général du marché du travail.

Les résultats qui ressortent de cette étude portent à croire que le choix des futurs niveaux d'immigration devrait s'inspirer non seulement des bénéfices économiques fréquemment associés à une forte immigration, mais aussi des difficultés potentielles d'adaptation au marché du travail auxquelles pourraient faire face certains groupes d'immigrants dans un avenir rapproché. En particulier, un certain effort devrait être fourni en vue d'intégrer les politiques d'immigration et d'adaptation de la main-d'oeuvre, afin de maximiser l'apport potentiel des immigrants au sein du marché du travail.

Les conclusions et recommandations de cette étude ont été forgées à travers plusieurs étapes. Pour commencer, cette étude présente une brève revue des tendances de l'immigration canadienne depuis la fin de la Deuxième Guerre Mondiale, incluant une discussion des changements qui se sont produits dans les politiques d'immigration et dans la distribution des immigrants selon la catégorie et la provenance. La deuxième partie traite principalement des caractéristiques des immigrants qui font partie de la population active. Précédée d'une discussion concernant les différences observées entre les taux d'activité des divers groupes d'immigrants et ceux des non-immigrants, l'analyse effectuée porte sur la distribution géographique, le niveau de scolarité et la connaissance des langues officielles. Dans la troisième partie de cette étude, il est question, notamment, de la concentration et de la surreprésentation des immigrants dans les différents secteurs d'activité économique, ceci dans le but de déterminer dans quelle mesure les immigrants répondent efficacement aux besoins des secteurs en expansion. Cette dernière partie présente également un aperçu des modifications de la structure d'emploi au Canada entre 1971 et 1981. Enfin, on retrouvera, en conclusion, un résumé des principaux résultats issus de cette étude, ainsi que quelques commentaires concernant les conséquences de ces résultats pour l'application d'une politique d'immigration.

Cette étude constitue la première étape d'une recherche portant sur la situation et le rôle des immigrants à l'intérieur du marché du travail canadien et en regard des changements qui s'y produisent. Une deuxième étape visera à examiner certaines questions concernant le type de main-d'oeuvre que fournissent ces immigrants. Plus spécifiquement, les immigrants sont-ils concentrés ou surreprésentés dans les secteurs où la main-d'oeuvre est moins qualifiée et moins bien rémunérée ou dans ceux où elle est hautement qualifiée et mieux rémunérée?

Aussi, quels sont les liens qui existent entre les secteurs en expansion ou en déclin et les salaires et qualifications qui les caractérisent? Cette deuxième étape de la recherche comprendra une analyse différentielle du revenu moyen, du niveau de scolarité et de la connaissance des langues officielles parmi les immigrants et les non-immigrants faisant partie de chacun des principaux secteurs d'activité économique.

Bien que les première et deuxième étapes s'effectuent uniquement à l'échelle nationale, les étapes subséquentes de cette recherche examineront la situation au niveau des provinces et des régions.

Definitions

Immigrants

- All foreign-born, excluding children of Canadian diplomats and armed forces personnel based outside Canada.

Non-Immigrants

- All Canadian-born, including children of foreign diplomats and armed forces personnel based in Canada. Non-immigrants also include the children of Canadian diplomats and armed forces personnel based outside Canada.

Immigrants from Traditional Sources

- Immigrants from Europe (including Britain) and North America (i.e., the United States, Greenland and St. Pierre et Miquelon).

Immigrants from Non-Traditional Sources

- Immigrants from Asia, Africa, Caribbean and Bermuda, Central and South America, and Oceania and other. The vast majority of these countries are developing countries of the Third World. The exceptions include Japan, Australia, and New Zealand.

Industry (Based on 1980 Standard Industrial Classification)

- Refers to the general nature of the business carried out in the establishment where the person worked, as indicated by the name of the employer and the kind of business, industry or service. Data are available for persons 15 years of age and over, excluding institutional residents. If not employed in the week prior to enumeration, the information relates to the job of longest duration since January 1, 1985. Persons with two or more jobs were to report the information for the job at which they worked the most hours.

Total Labour Force

- Refers to population age 15 and over who were either employed or unemployed during the week prior to enumeration (June 3, 1986).

Total Experienced Labour Force

- Refers to persons in the total labour force who have worked since January 1, 1985. This definition excludes the long-term unemployed and those who have never worked.

Employed

- Refers to persons who, during the week prior to June 3, 1986,

  (a) did any work at all excluding housework or other maintenance or repairs around the home and volunteer work; or

  (b) were absent from their job or business because of their own temporary illness or disability, vacation, or labour dispute at their place of work, or were absent for other reasons.

  Data are available for persons 15 years of age and over, excluding institutional residents.

Unemployed

- Refers to persons who, during the week prior to enumeration,

  (a) were without work, had actively looked for work in the past four weeks and were available for work; or

  (b) had been on lay-off and expected to return to their job; or

  (c) had definite arrangements to start a new job in four weeks or less.

  Data are available for persons 15 years of age and over, excluding institutional residents.

Introduction

For many decades, Canadian immigration policy has placed considerable emphasis on the economic objective of immigration, particularly the role immigration plays in the labour market. Successive Canadian governments, to a greater or lesser extent, have viewed immigration as a source of labour force growth and as one mechanism for dealing with labour market needs, such as shortages of labour in particular occupations and industries.

This is not to suggest that the economic objective of immigration is restricted to its role in the labour market or its supply-side function. To the extent that immigration increases the size of the total population, thereby increasing the demand for goods and services, it is assumed to have a stimulative effect on the Canadian economy. Nor are economic considerations the only goals of immigration policy. Indeed, the 1976 Immigration Act cites three major objectives of immigration: the economic objective wherein "independent class" immigrants are selected on the basis of labour market needs; the social objective which encourages family reunification through the admission of "family class" immigrants; and the humanitarian objective of immigration which facilitates the admission of "refugees and designated classes". In addition to these three objectives of immigration is the overriding demographic objective, which views immigration as a tool for stimulating population growth, as well as delaying population decline and aging.[1]

While the goals of immigration are not restricted to economic, and particularly labour market considerations, the reality is that all classes of immigrants—not only independent class immigrants—from all parts of the world, participate in the labour force. At the time of the 1986 Census, 64.7 per cent of all immigrants were in the labour force, and immigrants made up 18.5 per cent of the total experienced labour force in Canada.

Given this significant proportion of immigrants in the labour force, and the explicit economic goal of immigration policy in this regard, it is not surprising that a considerable body of research has emerged on the economic adaptation of immigrants in the Canadian labour force. Using Census and survey data, such research has compared the labour market experience of immigrants and non-immigrants, and of different groups of immigrants, using measures such as the rate of labour force participation, unemployment, occupational status and mobility, returns to education and occupational qualifications, employment income, and so on. At the same time, important advances have been made in the development of a body of theory that seeks to explain the process of immigrant adaptation.

Richmond in Richmond and Zubrzycki (1984, Chapter 1) has developed a comprehensive categorization of six major theoretical models of immigrant adaptation.[2] While it is not the purpose of this paper to discuss these models in detail, it is useful to describe briefly the main thrust of each. The "functionalist assimilation" model assumes that most immigrants enter the system at the bottom and that there is a gradual convergence, over time, toward the characteristics of the majority population. The "Marxist conflict" model also assumes that immigrants enter at the lowest levels of skill, status, and income, but suggests that the

upward mobility anticipated in the functionalist model is constrained by established workers, and that immigrants constitute a "reserve army" of cheap labour. "Colonial domination", the third model, sees immigrants as an economic elite, who may or may not stay in the receiving country on a permanent basis. The "pluralistic" model is broader than the functionalist model, in that it recognizes that not all immigrants enter the system at the bottom, and that there are variations in the capacity for upward mobility in different cultural groups. The fifth model recognizes that the labour market is segmented and stratified on the basis of sex, ethnicity, educational levels, and so on. The "dual labour market" concept is a key aspect of this "ethnic stratification and segmentation" model. Thus, immigrants provide cheap labour as well as being a source of highly skilled labour. Finally, Richmond's "structural change" model sees immigrants not as simply adapting passively or assimilating to prevailing structural and cultural conditions, but as agents of social change in the receiving society. Richmond elaborated the major premises of this model as follows:

> ... it is important to recognize that economic systems and labour markets are constantly changing in response to technological innovation, the supply and demand for labour, and varying world conditions. In these circumstances, the need for more workers may be substantial in expanding industries and declining in others. Immigrants are able to respond to these conditions by entering those industries and occupations where the need is greatest.... In some cases, the indigenous population may take advantage of mobility opportunities, leaving labour shortages in unskilled and less well-paid employment. In others, manpower training may not occur quickly enough, nor on a scale sufficient to meet skill shortages at higher levels, in which case qualified immigrants may be encouraged to enter higher status occupations.
>
> (Richmond in Richmond and Zubrzycki 1984, Chapter 1, 4)

While a number of these models have been used to shed light on the process of economic adaptation of immigrants, there is an emerging consensus among most researchers that no single model can adequately explain the full range of experiences among different groups of immigrants.[3] Richmond has argued that a combination of the pluralistic, ethnic stratification and segmentation, and structural change models is perhaps most helpful in explaining immigrant adaptation in the Canadian case (Richmond in Richmond and Zubrzycki, 1984, Chapters 2 and 6). However, while the first two of these models have been explored in a number of studies, the structural change model, which perhaps best captures the intent of the economic goal of immigration policy, has been tested empirically in very few studies (see especially Richmond in Richmond and Zubrzycki 1984, Chapter 2; Richmond 1967; Richmond and Kalbach 1980; McInnis 1980,[4] and Marr (1986)[5]).

Richmond in Richmond and Zubrzycki (1984) assesses the extent to which immigrants responded to the changing demand for labour that resulted from industrial restructuring between 1951 and 1971. He examines the change in the composition of overall employment by industrial sector in 1951 and 1971, and compares this to the change in the distribution of immigrants in the two years. Richmond concludes that immigrants tend to be concentrated in industries that are expanding and tend to avoid those that are not growing as rapidly. While Richmond recognizes that labour market segmentation and other models of economic adaptation are useful in interpreting these findings, he suggests that the analysis provides

considerable support to the structural change model of immigrant adaptation (Richmond in Richmond and Zubrzycki 1984, Chapter 2).

A study by McInnis (1980) lends further support to the hypothesis that immigrants tend to be concentrated in expanding industries. McInnis finds a positive correlation between the relative differentiation of immigrants at the time of the 1971 Census and the growth rates of industries over the 1961 to 1971 decade. He points out that even those low-wage, low-skill industries in which immigrants are over-concentrated had experienced relatively rapid expansion of employment over the previous decade.

Marr (1986) analyzes the extent to which, at the time of the 1981 Census, the foreign-born were over- or under-represented in occupations that were expanding relatively quickly over the period 1971 to 1981. Since this study is based on the situation ten years after the two studies described above, and since the analysis is based on occupation rather than industry, the findings are of particular interest. First, Marr found that "foreign-born males seem to have done a better job than foreign-born females in being over-represented in the fast growing occupations of the 1970s . . ." (Marr 1986, 772). Males in 1981 were over-represented in most of the fast growing occupations and in only a minority of the slow growth occupations. By contrast, females were over-represented in a minority of the fast growing occupations, but in more than 50 per cent of slow growth occupations. Second, Marr found important differences by period of arrival, concluding that, "In general, the most recent arrivals are more likely to be under-represented in the fast growth occupations" (Marr 1986, 772).

Would an examination of the industrial distribution of immigrants at the time of the 1986 Census reveal similar results to those evident in the Richmond and McInnis studies based on the 1971 Census? Would a 1986 study of industrial distribution bear any resemblance to Marr's 1981 study of occupational distribution? A number of significant changes have occurred in the international and Canadian economies since 1971. Canada, like many industrialized countries, has continued to move toward a post-industrial economy, characterized by a rapidly expanding service sector and declining secondary and primary sectors. At the same time, there have been important changes in the nature of Canadian immigration policy since the early 1970s. With increasing proportions of refugee and designated classes (referred to hereafter as the refugee class) and family class immigrants, the pure economic objective of admitting immigrants on the basis of their suitability for the labour market has been moderated, and immigration policy has become less selective than it was in the 1960s.

The purpose of this paper is to assess the extent to which the structural change model of immigrant adaptation is applicable to immigrants in the labour force at the time of the 1986 Census. In particular, are immigrants concentrated and over-represented in industries where employment grew relatively quickly or slowly between 1971 and 1981?[6] Are immigrants over-represented in industries with relatively low or high unemployment rates? In other words, are immigrants responding to the need for labour in expanding parts of the economy, as Richmond and McInnis found in 1971, or are they concentrated and over-represented in industries that are in relative decline?[7] And, are there differences among different groups of immigrants, depending on sex, place of birth or length of time in Canada?

To address these issues, the paper is organized in four parts. Part One briefly reviews immigration trends since World War II. This includes a discussion of changes in immigration

policy, as well as shifts in the proportion of immigrants by immigration class and place of last permanent residence. Part Two describes the characteristics of immigrants in the labour force. This begins with a discussion of differences in labour force participation rates between immigrants and non-immigrants and among different groups of immigrants. The analysis then concentrates on the characteristics of labour force participants, including their geographic distribution, educational levels, and knowledge of French or English. Part Three analyzes the role immigrants play in the Canadian industrial structure and endeavours to answer the questions posed above regarding the extent to which immigrants respond to labour needs. This section includes a review of changes in the Canadian industrial structure between 1971 and 1981. Finally, a concluding section summarizes the major findings of the paper and suggests broad implications for public policy.

An explicit decision was made in this study to analyze the role of immigrants in the industrial rather than the occupational structure. The rationale for this decision was two-fold. First, a large number of studies on the economic adaptation of immigrants have analyzed the occupational status and mobility of immigrants, and these issues are understood relatively well. By contrast, very few studies have addressed the role of immigrants in a changing industrial structure. Second, research on the relationship between immigration and the industrial structure is useful in the formulation of public policy in the area of labour adjustment. For example, numerous studies have been undertaken on the likely impact of the Canada-U.S. Free Trade Agreement on Canadian industries (see, for example, Magun et al. 1988). These studies have identified industries that may be "winners" or "losers" in terms of employment growth. A study such as this one on selected demographic characteristics of the immigrant and non-immigrant labour force on an industry-by-industry basis should shed light on potential problems of labour adjustment, particularly in industries that are likely to decline.

It should be noted that this paper represents the first phase of research regarding the role of immigrants in structural change. A second phase of the research is being designed to answer a set of questions regarding the type of labour provided by immigrants. Specifically, are immigrants concentrated and over-represented in low-skill, low-wage industries, or in high-skill, high-wage industries? Also, what is the relationship between expanding/declining industries and their wage/skill profiles? This second phase of research involves an analysis of the average earnings, educational levels and official language abilities of the immigrant and non-immigrant labour force within each industry. While the first and second phases of this research are being conducted at the national level, subsequent phases will address these issues at the regional and provincial levels. This is important, given the uneven geographic distribution of immigrants and the regional differences in economic and industrial structure within Canada. Subsequent research will also analyze differences among immigrant groups within the broad traditional and non-traditional categories.

Part 1 Recent Trends in Immigration Policy and Immigration Flows

1. The Evolution of Immigration Policy

On December 23, 1988, the federal government tabled its *Annual Report to Parliament on Future Immigration Levels* (Canada, Employment and Immigration 1988a), which raised gross immigration levels to 150,000-160,000 for 1989, up from the planning level of 125,000-135,000 for 1988. This represents the fourth consecutive year in which the government has endeavoured to increase immigration in a gradual manner, after several years of non-expansionist immigration policy and relatively low levels of immigration to Canada, particularly during the recession years of the early 1980s.

To appreciate the significance of this policy shift in the mid-1980s, it is helpful briefly to review the different phases of Canadian immigration since World War II, as well as the underlying economic and demographic conditions associated with changing immigration policy (Seward 1987).

The post-war period saw an upsurge of immigrants. During the period of rapid economic growth in the 1950s and 1960s, an average of 130,000 immigrants per year entered Canada, with wide fluctuations reflecting the "tap-on, tap-off" approach, which based decisions regarding immigration levels on short-term labour force considerations. The open policy of the 1960s was expressed in the expansionist 1966 White Paper, which assumed that immigration plays a critical role in population and economic growth, particularly by permitting realization of economies of scale and thereby lowering prices of goods and services. The 1967 Regulations established a "points system" for selection of independent immigrants, a system that placed priority on education, skills and occupational background of immigrants and corresponded to current labour market needs. This policy stance was not surprising given the nature of the rapidly developing Canadian economy, which was frequently characterized by shortages of professional and skilled labour (Newton, Betcherman and Meltz 1981).

By sharp contrast, the mid-1970s witnessed a reversal in immigration policy that emphasized the high costs not only of immigration but of population growth more generally. There was some fear that immigration was out of hand, having reached about 220,000 in 1974 (Taylor 1986). At the same time, the 1970s were characterized by very rapid growth of the labour force (3 per cent per year), the highest growth rate of any decade in the twentieth century. This was attributable to a number of factors: the entrance into the labour force of the baby boom generation born in the late 1940s and the 1950s; increasing participation rates, especially of women; and relatively high immigration levels. While the labour force was growing, Canada, like many industrialized economies, was seriously affected by the energy crisis, with associated production slowdowns as well as high rates of inflation. The result of these demographic and economic forces was an increasing level of unemployment. The reaction of the Canadian government was to endeavour to protect the living standards of its

domestic residents, in part by restricting immigration (Marr and Percy 1985). The 1974 Green Paper reflected this stance, pointing to the high costs of population growth.

During the late 1970s, the second oil shock further upset the international economic environment. In Canada, the early 1980s were characterized by high unemployment, high interest rates and general recessionary conditions. Perhaps not surprisingly, immigration policy became even more controlled in 1982, through a new provision that required all principal applicants in the independent class to have a validated job offer in Canada as a condition of entry.

Given this background of nearly 10 years of non-expansionist immigration policy,[8] it is interesting that the mid-1980s were characterized by a major re-thinking of immigration issues. It is no accident, of course, that the movement toward a more expansionist approach to immigration began at a time when Canada was emerging from the recession of the early 1980s. Interest rates and the inflation rate had declined significantly, and unemployment, although still high, had fallen from the levels of the early 1980s.

In June 1985, a government report emphasized the need for policy change and called for a "moderate, controlled increase" in immigration levels, particularly in the economic category that had been losing ground in recent years. The report stressed that immigration policy must be based on longer-term planning, rather than short-term labour force considerations (Canada, Employment and Immigration 1985a). In October 1985 the government announced a significant increase in target immigration levels, from 85,000-90,000 in 1985 to 105,000-115,000 for 1986 (Canada, Employment and Immigration 1985b). Much of the increase for 1986 was in the economic class, with special emphasis on attempting to increase business immigration, including the creation of a new category of business immigrant—the investor. Furthermore, the 1982 provision requiring independent applicants to have a validated job offer as a condition of entry was eliminated.

This expansionary policy was in effect in 1987 and 1988 and, as indicated at the beginning of this section, was continued in 1989.

In addition to these policy changes in the desired level and class of immigration since World War II, there have also been important changes in policy regarding the origins of immigrants. These changes have been summarized by Beaujot, Basavarajappa and Verma (1988). It was not until 1962 that restrictions on immigration on the basis of national origin were officially lifted. Prior to that, preference was given to immigrants from France, the United States, and particularly Britain, with second preference given to those from Western Europe, if they were well qualified. With the exception of a very small number of immigrants from India, Pakistan, and Sri Lanka, people from other countries could be admitted only if they were sponsored by a close relative.

The abolition of discriminatory immigration policies in 1962 was further strengthened with the introduction of the 1967 points system. "This reinforced the non-discriminatory aspects of immigration policy, by clearly outlining the 'education, training, skills, and other special qualifications' under which immigrants were to be selected. The policy of multiculturalism, promulgated in 1971, underlined an open attitude among Canadians to the arrival of immigrants from various parts of the world" (Beaujot, Basavarajappa and Verma 1988, 5).

2. Recent Immigration Trends

These changes in immigration policy in recent decades have greatly affected the level and composition of immigration flows. For purposes of this paper, it is especially enlightening to examine these trends over the period 1971-1986, with some reference, where appropriate, to the post-1986 years. First, while there have been annual fluctuations in the level of immigration, there has been a general decline in the level of gross immigration since the mid-1970s, when economic conditions in Canada were deteriorating and immigration policy became more restrictive. As shown in Table 1 and Figure 1, from a peak of almost 220,000 immigrants in 1974, immigration levels were lower than 100,000 per annum over the period 1983 to 1986. It was only after 1986 that immigration levels exceeded the 100,000 level again.

Secondly, there has been a decline in the proportion of independent class immigrants since the early 1970s (Table 2 and Figure 2). In 1971, 72.6 per cent of all immigrants entered in the independent class. This proportion began to fall in the mid-1970s and by 1983 had fallen to less than 30 per cent of the total. Interestingly, the proportion of independent class immigrants has very recently begun to increase, undoubtedly because of improved economic conditions in Canada and the shift to a more expansionary immigration policy, with an emphasis on the independent class. However, the proportion remains far below that of the early 1970s.[9]

At the same time, there was a relative increase in the proportion of both family class and refugee class immigrants between 1971 and 1986. Table 2 and Figure 2 reveal that in 1971, about 27 per cent of all immigrants were in the family class. By 1983, this proportion had risen to close to 55 per cent. Since then, the proportion has declined, but it remains higher than it was in the early 1970s, prior to the shift in immigration policy. The proportion of refugee class immigrants has increased significantly since the early 1970s. The proportion was greatest in 1979 (24.9 per cent) and 1980 (28.2 per cent), when Canada accepted relatively large numbers of "boat people" from Indochina. While these were exceptional years, it is also true that the proportion of refugees has been relatively high since that time, growing from 11.6 per cent in 1981 to over 19 per cent in 1985 and 1986.[10]

Finally, there have been pronounced changes in the composition of immigration in terms of country of origin. As shown in Table 3, almost 63 per cent of immigrants came from traditional sources in 1971, and only about 37 per cent were from non-traditional sources. By 1986, 70.0 per cent were from non-traditional sources. Immigrants from Asia alone accounted for about 42 per cent of all immigrants in 1986.

Part 2 Labour Force Participation and Characteristics of Immigrants in the Labour Force

1. Labour Force Participation

Prior to describing the characteristics of immigrants in the labour force, it is useful to compare the rate of labour force participation of immigrants and non-immigrants and of different categories of immigrants, based on place of birth and period of arrival in Canada. Table 4.1 reveals that the participation rate of the total population age 15 and over was 66.5 per cent in 1986. On average, non-immigrants have a higher participation rate (66.9 per cent) than immigrants (64.7 per cent), and immigrants from non-traditional sources have a higher rate (72.6 per cent) than immigrants from traditional sources (61.4 per cent). As indicated in Tables 4.2 and 4.3, these findings are evident for both males and females. In the case of females, there is a particularly large difference in the participation rates of non-traditional (64.0 per cent) and traditional (49.2 per cent) immigrants. What is perhaps most striking, however, is the difference in participation rate between the total male (77.5 per cent) and total female (55.9 per cent) population. The difference is somewhat greater for immigrants than for non-immigrants. Also, the gap between males and females is larger for traditional immigrants than for immigrants from non-traditional sources.

Participation rates are affected by length of time in Canada. Examining the total population first (Table 4.1), it is clear that for traditional immigrants, the lowest participation rates are associated with those who arrived prior to 1970 (i.e., long-term immigrants), while for non-traditional immigrants the long-term arrivals have the highest participation rates. As will be seen below, this difference is largely a result of the older age structure of long-term traditional immigrants. However, for both traditional and non-traditional immigrants who arrived after 1970 (i.e., intermediate and recent immigrants), the participation rate declines with recency of arrival. This finding is evident for males and females (Tables 4.2 and 4.3).

Participation rates are also affected by age. Tables 4.1 to 4.3 reveal that after adjustments are made for differences in the age structure of immigrant and non-immigrant groups, there are important changes in participation rates. First, the age-adjusted participation rates of both male and female immigrants are now *higher* (though only slightly) than those of non-immigrants. Most significantly, the large differences in participation rates between non-traditional and traditional immigrants are greatly reduced and, in the case of males, are reversed for total and long-term immigrants. In other words, the somewhat older age structure of the immigrant population (compared to the non-immigrant population) accounts for the lower unadjusted participation rate of immigrants, while the older age structure of traditional immigrants (especially in the case of long-term arrivals), compared to non-traditional immigrants, helps explain the lower unadjusted participation rate of traditional immigrants.

2. Characteristics of Immigrants in the Labour Force

(a) Place of Birth and Period of Arrival

In 1986, immigrants accounted for 18.4 per cent of the total labour force of approximately 13 million in Canada.[11] Two-thirds of the immigrants in the labour force are from traditional sources, and one-third are from non-traditional sources. About 60 per cent of immigrants currently in the labour force are long-term immigrants who arrived prior to 1971; about 30 per cent are intermediate immigrants who arrived during the period 1971-1980; the remaining 10 per cent are recent immigrants, having arrived between 1981 and 1986. Whereas more than three-quarters of all traditional immigrants are long-term immigrants, about 70 per cent of non-traditional immigrants arrived in the intermediate and recent periods.

(b) Geographic Distribution

Immigrants tend to be over-represented in certain parts of the country. Table 5 reveals that about 38 per cent of the total labour force (immigrants and non-immigrants) is located in Ontario. However, over 55 per cent of the immigrant labour force is in that province. Similarly, while approximately 11 per cent of the total labour force is in British Columbia, this province accounts for more than 15 per cent of the immigrant labour force. At the same time, immigrants are under-represented in the labour force of Quebec, the Atlantic provinces, and the Prairie provinces.

(c) Level of Education

Tables 6.1 through 6.3 provide information on the educational characteristics of the total labour force and the male and female labour forces, in crude and age-adjusted terms. Before adjustments are made for age, a higher proportion of immigrants than non-immigrants has some university education. This difference is quite large for males, where 29.5 per cent of immigrants, compared to about 22 per cent of non-immigrants, have achieved this level of education. At the same time, a larger proportion of immigrants than non-immigrants has less than nine years of education and is therefore considered "functionally illiterate" (Council of Ministers of Education, Canada 1988).[12] The differences between immigrants and non-immigrants at this low level of education are most pronounced for females. In other words, immigrants, as a group, tend to be over-represented at the highest and lowest levels of education. When adjustments are made for age, however, the difference in the proportion of immigrants and non-immigrants with an elementary education is reduced, while the difference for some university education is increased. In other words, the older age structure of immigrants provides a partial explanation for the higher proportion of immigrants than non-immigrants with only elementary education. At the same time, the proportion of immigrants with some university education would be even higher than the crude rate if immigrants had the same age structure as the total population.

Non-traditional immigrants, on average, have higher crude levels of education than immigrants from traditional sources, particularly in the case of males. Thus, 40.0 per cent of non-traditional male immigrants have university education, compared to less than 25 per cent of traditional male immigrants. Also, a smaller proportion of non-traditional male immigrants (9.0 per cent) than traditional male immigrants (18.1 per cent) has less than nine years of education. When adjustments are made for age, it is clear that part of these differences is explained by the older age structure of traditional immigrants. Another likely explanation is that the majority of traditional immigrants arrived in Canada before the implementation of the 1967 points system, which admitted independent class immigrants on the basis of an evaluation of their education and skills, among other things.

There are important differences in the educational characteristics of immigrants by period of arrival in Canada, and there are sharp contrasts in this regard between traditional and non-traditional immigrants. In the case of traditional immigrants, educational levels are highest for recent arrivals and lowest for long-term immigrants. The opposite is true for non-traditional immigrants, whose educational levels are highest for long-term immigrants and lowest for recent arrivals. In the case of females, 18.0 per cent of recent arrivals from non-traditional sources have achieved only an elementary education. One factor that could account for these differences between traditional immigrants and non-traditional immigrants is the increasing proportion of refugees who have come to Canada since the late 1970s. Since refugees come primarily from non-traditional sources, and since they are not subject to the same points system used to select independent immigrants, it is perhaps not surprising that educational levels are lower for these recent arrivals. Some care should be taken in interpreting these findings, however. In this study, we did not compare educational characteristics by class of immigration, nor did we analyze the proportion of traditional and non-traditional immigrants by class of immigration and period of arrival. Also, the higher educational levels among earlier arrivals of non-traditional immigrants may be accounted for, at least in part, by education obtained in Canada after arrival. Presumably recent arrivals will have similar opportunities to upgrade their educational qualifications once in Canada.

Period of arrival is, of course, closely related to age. When adjustments are made for differences in age, it is clear than the older age structure of long-term traditional immigrants explains, in large part, the high proportion of these immigrants with only elementary education. Equally striking is the fact that after adjustments are made for the younger age structure of recent, non-traditional immigrants, the proportion of immigrants with only elementary education rises even higher. This suggests that the incidence of low levels of education among recent, non-traditional immigrants is even more serious than it appears on the surface.

(d) Official Language Ability[13]

An important determinant of 'success' in the labour market is the capacity to speak one of the official languages. Tables 7.1 through 7.3 provide information on the official language ability of the total labour force and the male and female labour forces. While 3.1 per cent of all immigrants are unable to speak either English or French, this proportion is higher for female immigrants (3.8 per cent) than for male immigrants (2.6 per cent). For both males and

females, a higher proportion of non-traditional immigrants than traditional immigrants has no knowledge of either official language. This is not surprising, since a higher proportion of non-traditional immigrants comes from countries where English and French are not normally spoken as a first language. The difference is more significant for females, where 5.9 per cent of non-traditional immigrants, compared to 2.8 per cent of traditional immigrants, speak neither language.

The capacity to speak French or English improves dramatically with length of time in Canada, and language problems are most acute for the most recent arrivals. Almost 14 per cent of recent female immigrants from non-traditional sources could speak neither language, compared to less than 5 per cent of those who arrived during the 1970s. This points to the importance of language training, an issue discussed further below.

Part 3 Immigrants in the Canadian Industrial Structure

The purpose of this section is to endeavour to assess the role immigrants play in the industrial sector and to assess the extent to which the "structural change" model of immigrant adaptation is applicable in 1986. The major issue to be addressed is whether immigrants are concentrated and over-represented in industries where the demand for labour is relatively high or low, and whether there are differences among immigrant groups in this regard. To explore these questions, it is necessary first to review the major changes that occurred in the Canadian industrial structure between 1971 and 1981, and to describe the industrial distribution of immigrants at the time of the 1986 Census.

1. Past Trends in the Canadian Industrial Structure, 1971-1981

A detailed analysis of changes in employment by industry within the business sector between 1971 and 1981 was undertaken by the Economic Council of Canada (1987). Table 8 indicates that for all industries, the average percentage change in employment between 1971 and 1981 was 35.3 per cent. With one exception (transportation and storage), all industries in the service sector had above-average growth, i.e., were expanding rapidly over this period. In descending order, this was most pronounced for services to business management (113.2 per cent), amusement and recreation services (85.4 per cent), other personal and miscellaneous services (82.6 per cent), and accommodation and food services (72.5 per cent). On the other hand, with only three exceptions (petroleum and coal products, machinery, and rubber and plastics), all industries in the secondary sector, as well as the primary sector, had changes in employment that were below the all-industry average. In fact, several industries in the secondary sector had employment losses, or negative growth, over this period. These declining industries include tobacco products, leather industries, textile industries, knitting mills and clothing.

2. The Distribution and Relative Over-Representation of Immigrants in the Industrial Structure, 1986

(a) Differences Based on Place of Birth

Table 9.1 shows the percentage distribution of non-immigrants and immigrants in the industrial structure at the time of the 1986 Census. The service sector accounted for 70.0 per cent of the total experienced labour force, the secondary sector for 23.2 per cent, and the

primary sector for 6.8 per cent. Compared to non-immigrants, immigrants tend to be more concentrated in the secondary sector and less concentrated in the service sector and the primary sector. Non-traditional immigrants are more concentrated in the service sector than traditional immigrants, and are less concentrated in the secondary and primary sectors. (It is important to note, of course, that for all immigrant and non-immigrant groups, at least half the labour force is located in the service sector.)

There are a number of contrasts in the distribution of the male and female labour force (Tables 9.2 and 9.3). A much larger proportion of the total female labour force (83.1 per cent) than the total male labour force (60.2 per cent) is in the service sector; and a higher proportion of males than females works in the primary and secondary sectors. While both male and female immigrants are more concentrated in the secondary sector than their non-immigrant counterparts, this is most pronounced for male immigrants from traditional sources and for females from non-traditional sources. Within the service sector, the groups that are least concentrated are male immigrants from traditional sources and female immigrants from non-traditional sources. It is worth noting that the proportion of male immigrants from non-traditional sources in the service sector is higher than for any other immigrant or non-immigrant group in the male labour force. The opposite is true for female immigrants from non-traditional sources, a lower proportion of whom are in the service sector than any other immigrant or non-immigrant group in the female labour force.

A second way of examining the distribution of immigrants and non-immigrants in the industrial structure is to analyze the proportion of the labour force in each industry that is made up of immigrants and the extent to which immigrants are over- or under-represented in particular industries.[14] Table 10.1 reveals that immigrants account for 18.5 per cent of the total experienced labour force in all industries. It is clear that immigrants are under-represented in the primary sector, where they account for only 11.0 per cent of the labour force, and the service sector, where they make up 17.4 per cent of the labour force. They are over-represented in the secondary sector, where 23.9 per cent of the labour force is made up of immigrants. This type of distribution is evident both for males and females, as shown in Tables 10.2 and 10.3.

Tables 10.1 through 10.3 reveal a large number of industries in the secondary sector where immigrants are *heavily* over-represented.[15] Table 11 provides a list of these industries for the total labour force and the male and female immigrant labour forces. In some of these industries, the over-representation of immigrants is particularly marked. For example, immigrants account for almost half the total (male and female) labour force in the clothing industry, and over 30 per cent of the total labour force in leather products, textile products, furniture and fixtures, fabricated metal products, electrical and electronic products, and other manufacturing. It is interesting to note that the only industry in the service sector where immigrants as a group are *heavily* over-represented is accommodation and food services, and this is the case only for males. While we explore this issue in more detail below, it is worth noting that many of the secondary industries in which immigrants are *heavily* over-represented are also industries that experienced relatively slow or even negative growth between 1971 and 1981.

(b) Differences Based on Period of Immigration

There are differences in the distribution of immigrants depending on their period of arrival. Tables 12.1 through 12.3 provide information on the industrial distribution of long-term, intermediate, and recent immigrants from non-traditional sources. It is revealing that recent immigrants are somewhat more concentrated in the primary sector, considerably more concentrated in the secondary sector, and less concentrated in the service sector than intermediate or long-term immigrants. This is the case for both males and females, but the proportional decline in the service sector and the increase in the secondary sector with recency of arrival is most pronounced for females. These findings fly in the face of the growth trends in industrial sectors outlined above.

While the proportion of non-traditional immigrants in the service sector as a whole declines with recency of arrival, there are some exceptions. Table 12.2 shows that for males, the proportion of the labour force increases with recency of arrival in certain industries, especially accommodation and food services and personal and other services. It will be recalled that these were two of the service industries that have experienced relatively high rates of growth. However, in other high-growth service industries, such as business services, the proportion of male immigrants actually declines with recency of arrival.

Table 12.3 shows that for female immigrants from non-traditional sources, the patterns are broadly similar, but as noted above, the decline in the proportion of immigrants in the service sector and the increase in the secondary sector with recency of arrival are more pronounced for females than for males. Whereas 85.0 per cent of long-term female immigrants are in the service sector, this proportion declines to 74.1 per cent of intermediate immigrants and 66.5 per cent of recent immigrants. As was the case with males, the only two service industries in which recent female immigrants are more concentrated than previous arrivals are accommodation and food services and personal and other services. Indeed, in personal and other services, the proportion increases from 5.8 per cent of long-term immigrants to 13.5 per cent of recent immigrants. Within the secondary sector, there is an increase in the proportion of immigrants with recency of arrival in more than half the industries. Particularly interesting is the clothing industry, which accounts for only 3.3 per cent of long-term female immigrants, but 7.9 per cent of intermediate immigrants and an even higher proportion (13.2 per cent) of recent immigrants.

Immigrants from traditional sources exhibit different patterns from those of immigrants from non-traditional sources (Tables 13.1 through 13.3). The differences in the distribution of long-term, intermediate and recent immigrants are relatively minor for traditional immigrants. For both males and females, the proportion of those in the primary sector increases modestly with recency of arrival. For males, there is a negligible decline in the proportion in the service sector. In certain service industries, however, including business services, health and social services and personal and other services, there is a progressive proportional increase with recency of arrival. In accommodation and food services, there is an increase between long-term and intermediate immigrants, though this diminishes somewhat for recent arrivals.

In the case of females from traditional sources, a somewhat larger proportion of recent immigrants than earlier arrivals is in the service sector. With recency of arrival, there is a

gradual increase in the proportion of female immigrants in business services, accommodation and food services, and personal and other services, while other industries, such as health and social services, fluctuate somewhat but generally maintain their proportional share, especially in the case of recent arrivals. In the secondary sector, there is a smaller proportion of recent immigrants than earlier arrivals.

3. The Role of Immigrants in the Labour Force: Their Response to a Changing Industrial Structure

We turn now to the analytical questions raised in the Introduction to this paper regarding the extent to which immigrants respond to labour needs in the economy. The analysis is in three parts. First, we determine the absolute proportions of immigrants that are located in expanding and declining industries, based on industry growth rates between 1971 and 1981. Second, we assess whether immigrants are relatively over-represented in industries that are expanding or declining.[16] And, third, we analyze whether immigrants are relatively over-represented in industries with above-average or below-average unemployment rates. In each of these analyses, comparisons are made between immigrants and non-immigrants and between male and female immigrants from traditional and non-traditional sources. In the first two parts of the analysis, we also examine differences by period of arrival.

(a) Absolute Proportion of Immigrants in Expanding and Declining Industries

Table 14 shows the absolute proportion of immigrants and non-immigrants in industries with above-average, below-average (but positive) and negative employment growth over the period 1971 to 1981. The discussion that follows focuses on the two extreme examples of expansion and decline, i.e., industries with above-average growth (rapidly expanding industries) and industries with negative growth (declining industries).

One of the most striking features of Table 14 is that for every immigrant and non-immigrant group, females are concentrated more heavily than males in both rapidly expanding industries and declining industries. (The former is undoubtedly attributable, in large part, to the larger proportion of females in the rapidly expanding service sector.) However, when comparing immigrants and non-immigrants, it would appear that female immigrants are at a disadvantage. Whereas 72.4 per cent of female non-immigrants are in rapidly expanding industries, the proportion is 65.9 per cent for female immigrants. Also, a higher proportion of female immigrants (9.6 per cent) than non-immigrants (2.8 per cent) is in declining industries. This is especially marked for immigrant women from non-traditional sources, 12.3 per cent of whom are in industries that experienced employment losses between 1971 and 1981.

The situation is quite different for males. A higher proportion of immigrants (47.1 per cent) than non-immigrants (44.3 per cent) is located in rapidly expanding industries. This is especially marked for non-traditional immigrants, 55.5 per cent of whom are in such industries. At the same time, a somewhat larger percentage of immigrants than non-immigrants is in declining industries, particularly in the case of non-traditional immigrants. However, it is worth noting that the proportion of male immigrants in these declining industries is very small (2.4 per cent) compared to that of female immigrants in such industries (9.6 per cent).

Table 15 focuses on non-traditional immigrants, comparing the absolute proportion of immigrants in rapidly expanding and declining industries by period of arrival. In the case of males, a higher proportion of recent immigrants (57.9 per cent) than intermediate (54.7 per cent) or long-term (55.4 per cent) immigrants is in rapidly expanding industries. At the same time, the proportion of immigrants in declining industries increases with recency of arrival. For females, not only does the proportion of immigrants in rapidly expanding industries decline with recency of arrival, but the proportion of immigrants in declining industries increases, from 6.5 per cent of long-term immigrants to 18.0 per cent of recent immigrants.

Table 16 provides identical information for immigrants from traditional sources. There are interesting contrasts with non-traditional immigrants. For males, the absolute proportion of immigrants in rapidly expanding industries increases with recency of arrival; however, the absolute proportion of traditional immigrants in these industries is lower than that of non-traditional immigrants for all periods of arrival. For example, while 48.6 per cent of recent traditional immigrants are in rapidly expanding industries, the corresponding proportion of non-traditional immigrants is 57.9 per cent. At the same time, while the proportion of traditional immigrants in declining industries is somewhat higher for recent immigrants (2.1 per cent) than for intermediate (1.6 per cent) or long-term (1.9 per cent) immigrants, the proportions are very small. It would appear that the majority of traditional male immigrants are in industries with below-average, though still positive, growth.

Table 16 reveals that the proportion of traditional female immigrants in rapidly expanding industries increases with recency of arrival. Indeed, 70.1 per cent of recent immigrants are in these high-growth industries. At the same time, a smaller proportion of recent immigrants (6.4 per cent) than intermediate (8.5 per cent) or long-term (8.1 per cent) immigrant women is in declining industries. These findings are the opposite of those described for immigrant women from non-traditional sources.

(b) Relative Over-Representation of Immigrants in Expanding and Declining Industries

In addition to examining the absolute proportions of immigrants in expanding and declining industries, it is revealing to assess the extent to which they are relatively over-represented in such industries, compared to their representation in the labour force as a whole. Tables 17.1 through 17.3 provide such information for the total, the male and the female immigrant and non-immigrant labour forces, with comparisons between traditional and non-traditional immigrants. The left-hand column of each table lists the individual industries characterized

by above-average, below-average (but positive) and negative growth, in descending order of growth rate. The columns for each non-immigrant and immigrant group identify only those industries in which each group is relatively over-represented, showing the actual percentage of the industry labour force that each group represents. Numbers with an asterisk identify industries where each immigrant group is *heavily* over-represented.

In the case of males (Table 17.2), non-traditional immigrants are over-represented in 7 of the 11 rapidly expanding industries and are *heavily* over-represented in two of these—accommodation and food services and rubber and plastic products. Traditional immigrants are over-represented in 6 of the rapidly expanding industries and are *heavily* over-represented in only one—machinery. In other words, non-traditional immigrants are in a more favourable position in rapidly expanding industries than traditional immigrants. On the other hand, non-traditional immigrants are *heavily* over-represented in a larger number of industries that are declining or that have below-average growth.

Table 17.3 reveals that non-traditional immigrant women are over-represented in a larger number of rapidly expanding industries than are traditional immigrant women. Immigrant women from non-traditional sources are over-represented in fewer industries with below-average growth, but in the same number of declining industries as are immigrant women from traditional sources.

Are there differences in the over-representation of immigrants in expanding and declining industries by period of arrival? Tables 18.1 through 18.3 provide this information for the total immigrant labour force and for male and female immigrants from traditional and non-traditional sources. It should be noted that calculations are based on separate population bases for traditional and non-traditional immigrants, thereby permitting comparisons for each group by period of arrival. This is a different approach from that used in Tables 17.1 through 17.3 and 19.1 through 19.3, where the *total* labour force constitutes the population base.

According to Table 18.2, intermediate and recent male immigrants from traditional sources are over-represented in a larger number of rapidly expanding industries than is the case for long-term immigrants. Indeed, intermediate and recent immigrants are over-represented in the four most rapidly growing industries in the economy, and recent immigrants are *heavily* over-represented in business services, which experienced the most rapid rate of growth of all industries between 1971 and 1981. At the same time, intermediate and recent immigrants are in a marginally better position with respect to below-average growth and declining industries, where they are each over-represented in 8 cases, compared to the 9 such industries where long-term immigrants are over-represented. However, this slight advantage is probably offset in the case of recent immigrants, since they are *heavily* over-represented in two of these industries.

In the case of male immigrants from non-traditional sources, Table 18.2 reveals that, as is the case with their traditional counterparts, intermediate and recent immigrants are over-represented in a larger number of above-average growth industries than are long-term immigrants, although the differences are not as great as they are for traditional immigrants. (Interestingly, in the case of non-traditional immigrants, long-term arrivals are those who are over-represented in the very rapidly growing business services industry.) On the other hand, intermediate and recent immigrants are in a much less favourable position than long-term

immigrants in industries characterized by below-average or negative growth. Intermediate immigrants are over-represented in 13 of these 18 industries, compared to over-representation in only 5 of the same industries for long-term immigrants. Recent immigrants, who are over-represented in 9 of these industries, appear to be in a better position than intermediate immigrants. However, this advantage is offset to a certain extent since in 4 of these industries, including the 3 declining industries, recent immigrants are *heavily* over-represented.

Table 18.3 provides data on differences in over-representation of female immigrants by period of arrival. In the case of traditional immigrants, recent immigrants are over-represented in a larger number of rapidly expanding industries than either intermediate or long-term immigrants. Both recent and intermediate immigrants are over-represented in the 4 most rapidly-growing industries, and recent immigrants are *heavily* over-represented in one of these 4 (other personal services). Recent immigrants are also advantaged, compared to earlier arrivals, in terms of industries with below-average or negative growth. Recent immigrants are over-represented in 7 of these industries, compared to 8 for intermediate immigrants and 10 for long-term immigrants. It is interesting to note that recent immigrants are not over-represented in any of the declining industries, whereas medium-term immigrants are over-represented in all of them.

Immigrant women from non-traditional sources display patterns different from those of traditional immigrants. Intermediate immigrants from non-traditional sources are over-represented in 8 of the 11 rapidly expanding industries; by comparison, in 5 of these 11 industries, recent and long-term immigrants are over-represented. Both long-term and intermediate immigrants are over-represented in the two most rapidly growing industries. Recent immigrants are under-represented in these two industries, but are *heavily* over-represented in two of the other rapidly expanding industries. In industries with below-average or negative growth, long-term immigrants, who are over-represented in only 4 of the 18 industries, are in a more favourable position than either intermediate immigrants, who are over-represented in 15 of these industries, or recent immigrants, who are over-represented in 12. While it appears that recent immigrants are in a somewhat better position than intermediate immigrants, it is worth noting that recent immigrants are *heavily* over-represented in 2 of the 3 declining industries.

(c) Over-Representation of Immigrants in Industries with Below-Average and Above-Average Unemployment Rates

Tables 19.1 through 19.3 provide data on the extent to which non-immigrants and immigrants from traditional and non-traditional sources are over-represented in industries with below-average and above-average unemployment rates. The left-hand column of the tables lists the industries characterized by below-average and above-average unemployment rates, in ascending order. The columns for each non-immigrant and immigrant group identify only those industries where each group is relatively over-represented, showing the actual percentage of the industry labour force represented by each group. Numbers with an asterisk identify industries where an immigrant group is *heavily* over-represented.

If immigrants were responding to labour shortages, we would expect them to be over-represented in industries with lower unemployment rates and to be under-represented in those with higher unemployment rates. The data do not appear to support this expectation. Table 19.2 reveals that male immigrants as a group are over-represented in 13 of 23, or about 57 per cent, of the industries with below-average unemployment. On the other hand, they are over-represented in 8 of 12, or approximately 67 per cent, of the industries with above-average growth. These patterns are evident for both traditional and non-traditional immigrants and are the opposite of those found for non-immigrants, who are over-represented in a larger proportion of industries with below-average unemployment (43 per cent) than industries with above-average unemployment (33 per cent). What is perhaps even more revealing is that both traditional and non-traditional immigrants are heavily over-represented in larger numbers of industries with above-average unemployment rates than in industries with below-average unemployment rates.

Table 19.3 provides similar information for females. Female immigrants as a group are over-represented in 6 of 12, or 50 per cent, of industries with below-average unemployment rates, and they are over-represented in 15 of 23, or about 65 per cent, of industries with above-average unemployment rates. These patterns are reversed for non-immigrants, who are over-represented in a larger proportion of industries with below-average unemployment (50 per cent) than above-average unemployment (35 per cent). In contrast to males, there are important differences between traditional and non-traditional immigrant women. Non-traditional immigrant women are over-represented in a larger number of industries with below-average unemployment and in a smaller number of industries with above-average unemployment than their traditional counterparts. It is revealing to note, however, that as with males, the vast majority of industries in which traditional and non-traditional immigrant women are *heavily* over-represented are industries with above-average unemployment rates.[17]

Summary of Findings

The preceding analysis reveals important findings. The most significant of these can be summarized separately for immigrant females and males as follows.

Female Immigrants

A smaller absolute proportion of immigrant women is located in rapidly expanding industries, and a larger proportion is located in declining industries, than is the case for non-immigrant women. Also, while immigrant women are over-represented in a larger percentage of industries with above-average unemployment than industries with below-average unemployment, the opposite is true for non-immigrant women.

While similar absolute proportions of non-traditional immigrant women (65.5 per cent) and traditional immigrant women (66.2 per cent) are located in rapidly expanding industries, a larger proportion of non-traditional women (12.3 per cent) than traditional women (8.1 per cent) is located in declining industries. In terms of relative over-representation by industry, non-traditional immigrant women are over-represented in a larger number of rapidly expanding industries than traditional immigrant women, and are over-represented in the same number of declining industries as are traditional immigrants.

In the case of non-traditional immigrant women, a lower absolute proportion of recent arrivals is in rapidly expanding industries, and a larger proportion is in declining industries, compared to earlier arrivals. Recent arrivals are relatively over-represented in fewer rapidly expanding industries than are intermediate arrivals. Also, recent and intermediate immigrants are relatively over-represented in a larger number of below-average growth and declining industries than are long-term arrivals.

The situation is much more positive for recent traditional immigrant women. Compared to earlier arrivals, a higher absolute proportion of recent arrivals is in rapidly expanding industries, and a lower proportion is in declining industries. Also, by comparison with those who arrived earlier, recent immigrants are relatively over-represented in a larger number of rapidly expanding industries and in a smaller number of below-average growth or declining industries.

Male Immigrants

A larger absolute proportion of male immigrants than non-immigrants is located in rapidly expanding industries, and a marginally larger proportion of immigrants is also located in declining industries. Immigrant males are relatively over-represented in a larger percentage of industries with above-average unemployment than industries with below-average unemployment, while the opposite is true for non-immigrant males.

A higher absolute proportion of non-traditional than traditional male immigrants is located both in rapidly expanding and declining industries. Consistent with this, non-traditional males are relatively over-represented in a larger number of both rapidly expanding and declining industries, compared to traditional males.

A larger proportion of recent male immigrants from non-traditional and traditional sources is located both in rapidly expanding and declining industries than is the case for earlier arrivals. However, the proportions in both types of industries are larger for non-traditional than for traditional immigrants. Compared to long-term immigrants, recent and intermediate non-traditional males are relatively over-represented in a larger number of rapidly expanding industries, but they are also over-represented in a larger number of below-average growth and declining industries. Recent and intermediate immigrants from traditional sources are over-represented in a larger number of rapidly expanding industries, but they are over-represented in a marginally smaller number of below-average growth or declining industries, compared to long-term arrivals.

Conclusion

The evidence in this paper provides only partial support for the structural change model of immigrant adaptation, which assumes that immigrants respond to changing economic systems and labour markets by entering those industries where the need for labour is greatest. As with the 1971 Census study by Richmond in Richmond and Zubrzycki (1984), a number of other processes are at work, and other models of immigrant adaptation are also important in explaining the role of immigrants in the labour market.

However, there is a critically important distinction between the situation in 1971 and in 1986. In both years, immigrants were located both at the top and the bottom of the industrial ladder. In both years, a certain number of immigrants were to be found in the less desirable industries, such as clothing, leather and textiles. However, as McInnis (1980) pointed out, the latter were expanding industries at the time of the 1971 Census, and it could be argued that immigrants in these industries were indeed responding to labour needs, as postulated in Richmond's structural change model, and releasing non-immigrants who could then go to more desirable jobs. In 1986, however, these are declining industries, yet the proportion of immigrant women from non-traditional sources in the clothing industry, for example, is highest for recent arrivals.

It can be argued that industries such as clothing are special cases. As Seward (1988a), Seward and McDade (1988) and Boyd (1987) have pointed out, immigrant women with no knowledge of French or English often have little choice but to work in the clothing industry where knowledge of an official language is not necessary. It is recognized, of course, that recent immigrants may improve their situation as they learn an official language, gain Canadian experience and perhaps pursue more education. Therefore, some caution must be exercised in comparing recent and earlier arrivals. Depending on one's perspective regarding the ultimate mobility of workers in such industries, either the functionalist assimilation or the neo-Marxist "reserve army" concepts assume relevance in explaining the higher proportions of recently arrived, non-traditional immigrant women in these industries.

However, there are broader concerns that cast doubt on the structural change model of immigrant adaptation. Based on the analysis in this paper, it is possible to conclude that immigrant women are not responding as effectively to changing labour markets as non-immigrant women. There are many possible explanations for this, including language problems, difficulties with recognition of credentials (McDade 1988) and discrimination in the labour market. However, it is also true that the past two decades have been characterized by a rapidly increasing rate of female labour force participation, and that there may be competitive pressures within the female labour force that have restricted the mobility of immigrant women. At the same time, it should be stressed that both non-immigrant and immigrant women are responding more effectively than their male counterparts to the demand for labour in rapidly expanding industries, in view of the greater representation of females in the growing service sector.

The experience of more recently arrived immigrant women from non-traditional sources does not support the structural change model, whereas the evidence for recent immigrants from traditional sources does. This may be explained, in part, by the lower educational levels of recent arrivals from non-traditional sources compared to earlier arrivals. In the case of immigrant women from traditional sources, educational levels of recent arrivals are actually higher than those of earlier arrivals. Also, a higher proportion of recent arrivals from non-traditional sources than recent arrivals from traditional sources has no knowledge of French or English. This would tend to restrict the access of recent non-traditional immigrants to those rapidly growing service industries where a knowledge of the official languages is required.

There is more support for the structural change model in the case of male immigrants. They appear to be responding more effectively to labour needs in rapidly expanding industries than their non-immigrant counterparts. This is especially marked for immigrants from non-traditional sources, which is perhaps not surprising given the high educational levels of this group. A particularly interesting point is that the majority of both traditional immigrant males and non-immigrant males are in industries that were growing between 1971 and 1981, but at below-average rates. The key question is whether the skills of workers in these industries will be easily transferable to the growing service sector of the economy.

Interestingly, the Marr (1986) study, based on the occupational distribution of immigrants at the time of the 1981 Census, strengthens the case that there is only partial support for the structural change model of immigrant adaptation. Marr does not compare immigrants and non-immigrants, or immigrants from traditional and non-traditional sources. Also, he examines occupation rather than industry, and analyzes the male and female labour forces separately. These methodological differences make it difficult to draw direct comparisons between Marr's findings and those of this study. However, it is revealing that he finds that immigrant males do better than immigrant females in being over-represented in the fast-growing occupations, and that recent immigrants are least likely to be over-represented in these occupations.

The fact that there is only partial support for the structural change model of immigrant adaptation suggests that the assumptions often made regarding the role of immigrants in the labour force may be over-stated. Why is this so? Part of the reason, as stated at the outset of this paper, is that Canadian immigration policy is not restricted to economic, and specifically labour market, objectives. Furthermore, as we have seen, the nature of immigration flows has changed considerably since the early 1970s, as reflected in the increasing proportion of family class and refugee class immigrants, who are not selected with specific reference to their suitability for the labour force.

What are the public policy implications of these findings? Before endeavouring to answer this question, it is important to make two observations. First, as indicated in the Introduction, this study represents only the first phase of a larger project that will continue over the coming months. Therefore, some caution should be exercised in making conclusive suggestions for public policy. However, given the importance of immigration issues and the government's intention to undertake a review of its policies regarding future levels of immigration for the medium-term future, it is essential that research findings be brought to light and debated in a timely way. Second, it is essential to recognize the multiple objectives of immigration. As

discussed above, the economic objective of immigration is not restricted to its role in the labour force and, particularly, its role in structural change. Moreover, there are also broader demographic, social and humanitarian objectives of immigration policy, which should be taken into consideration in the final determination of the nature and level of immigration.

Nonetheless, the role of immigrants in structural change is critically important. In a time of rapid structural change associated with such forces as technological advances and new trading patterns, including the Canada-U.S. Free Trade Agreement, it is critical that the labour force be highly adaptable and flexible. It is therefore worrisome and sobering to recognize that certain groups of immigrants, including many recent arrivals, are employed in declining parts of the economy. Equally serious is the fact that a relatively high proportion of recent immigrants from non-traditional sources and intermediate and long-term immigrants from traditional sources have only elementary education, which may pose special problems of labour adjustment for these groups.[18]

If one accepts that the role of immigrants in structural change is important, there are two types of implications for public policy. First, the government can endeavour to be more selective in admitting immigrants who are suited to the changing labour market. Indeed, the current Conservative government is attempting to alter the balance among the economic, social and humanitarian objectives of immigration and to encourage a shift in favour of independent class immigrants. As we noted earlier, the proportion of independent class immigrants has recently begun to rise as the proportion of family class immigrants declines. However, it may be difficult to sustain these trends, since there is always a lag in the admission of family class immigrants after the arrival of independent immigrants, and Canada's commitment to family reunification is important. Also, refugee pressures are increasing in the international sphere, and Canada has humanitarian goals and obligations as well. There are approximately 12 to 13 million refugees in the world today, and increasing numbers may see Canada as a country of first asylum. While special visa requirements and new Canadian refugee legislation introduced in 1989 seek to control the numbers admitted, and have been condemned by some critics as being too harsh, the reality is that it may be difficult to predict future flows of refugees.

Given the difficulties of pursuing a highly selective immigration policy, a second, and indeed complementary, strategy would be to ensure that all immigrants have access to adequate labour adjustment programs designed to increase their mobility and effectiveness in the labour force. Previous research has pointed to the need to improve and expand language training and skills upgrading programs provided by the federal government (Seward and McDade 1988; Seward 1988a; Boyd 1987). Furthermore, the provision of literacy training and basic education would appear essential for immigrants with less than nine years of education (Seward 1988a). These labour adjustment programs, together with efforts to facilitate the recognition of foreign credentials and to remove discriminatory barriers to employment, would not only assist immigrants but would also improve the functioning of the labour market.

These issues assume particular importance at the present time, given the federal government's current policy of increasing immigration levels and its plan to review this policy prior to setting immigration levels for the medium-term future. In a letter dated August 15, 1989, the Honourable Barbara McDougall, Minister of Employment and Immigration, has

sought the views of experts and interested organizations regarding immigration levels for 1990 and beyond. The Minister summed up the situation as follows:

> The post-war average annual intake has now been surpassed, and we now propose to take careful stock of the situation. For this reason, only a modest increase is contemplated in the size of the level in 1990, bringing the planning range to 160,000-170,000. The proposal for next year would not, however, constitute a pre-judgment about the future. It will, rather, allow us time to examine all aspects of the issue and to consult more broadly and effectively before deciding on a direction for the future rate of immigration.
>
> (McDougall 1989, 1)

The findings of this paper suggest that the consideration of future immigration levels must take into account not only the potential economic benefits frequently associated with higher immigration levels, but also the potential difficulties of labour adjustment that may be faced by certain immigrant groups in the future. In particular, an explicit effort should be made to integrate immigration policy and labour adjustment policy, in order to ensure that the full potential of immigrants in the labour force is realized.

Endnotes

1. For a more detailed discussion of the economic and demographic role of immigration, see Seward (1987) and Seward (1988b).

2. This categorization is reproduced in Beaujot, Basavarajappa and Verma (1988) and is re-categorized into three principal explanatory models in Michalowski (1987).

3. See, for example, Richmond in Richmond and Zubrzycki (1984); Beaujot, Basavarajappa and Verma (1988); Michalowski (1987).

4. The McInnis (1980) study was not designed specifically to test the "structural change" model, as defined by Richmond in Richmond and Zubrzycki (1984). Indeed, McInnis developed his own typology of models into a "traditional" model, which resembles the classical assimilation model, and a "new" model which emphasizes the role of immigrants in providing needed skills to high-skill industries. However, within this context, McInnis tests the Richmond and Kalbach (1980) hypothesis that immigrants tend to enter expanding industries, a central tenet of the "structural change" model.

5. While Marr (1986) does not state explicitly that his objective is to test Richmond's structural change model, and he analyzes occupation rather than industry, the study is nonetheless an important analysis of the extent to which immigrants respond to structural change.

6. At the time of conducting the analysis for this paper, adequate information was not available on industry employment growth for the period 1981 to 1986. Subsequent phases of this research will be able to take into consideration growth rates during that period.

7. The concept of "expanding" and "declining" industries generally takes into consideration a range of economic indicators, including growth in output, growth in employment, growth in investment and rate of technological change. In this paper, which is concerned primarily with the demand for and supply of labour, a narrower definition is used. Thus, a declining industry is one where there has been negative growth in employment, i.e., actual employment losses. An expanding industry is one in which there has been positive growth. In this paper, rapidly expanding industries are those that have experienced above-average growth.

8. While overall immigration policy was non-expansionary during this 10-year period, it should be noted that the special arrangements for admission of the "boat people" refugees, particularly in 1980, brought overall immigration levels higher than they were in the "expansionary" years of 1971 and 1972.

9. The figures for independent class immigrants for 1986 and 1987 are somewhat misleading. More than 23,000 refugee claimants who were already in Canada were processed using an "administrative review" procedure, which was a considerably modified version of the points system used to select independent immigrants. While these immigrants have been classified within the independent class, it is important to recognize that they originally came to Canada claiming refugee status.

10. For a full discussion of refugee policy in the context of international refugee pressures, see Nash (1989).

11. Immigrants make up 18.4 per cent of the total labour force and 18.5 per cent of the total *experienced* labour force (see definitions).

12. According to the Council of Ministers of Education, Canada (1988), individuals with less than 9 years of education are considered "functionally illiterate", i.e., they "possess simple literacy abilities but at a level that is inadequate for the requirements of an industrialized, technological society" (CMEC 1988, 5). This, of course, is a broad definition and is not necessarily applicable in all cases.

13. As indicated in the Introduction to this paper, a more detailed analysis of official language ability will be included in Phase Two of this research.

14. Industries in which immigrants are "over-represented" are those where the proportion of immigrants is greater than the proportion of immigrants in the total experienced labour force. Industries in which immigrants are "*heavily* over-represented" are those in which the proportion of immigrants is at least 50 per cent higher than the proportion of immigrants in the total experienced labour force. Thus, since the proportion of immigrants in the experienced labour force is 18.5 per cent, those industries in which immigrants are "over-represented" include those in which more than 18.5 per cent of the experienced labour force is made up of immigrants; those industries in which immigrants are "*heavily* over-represented" include those where at least 27.8 per cent of the labour force is made up of immigrants. This formula is calculated in various parts of this paper for each immigrant group (i.e., male, female, traditional, non-traditional).

    It should be emphasized that because of the nature of the "*heavily* over-represented" measure, only relatively small population groups can be *heavily* over-represented in particular industrial sectors. Thus, since non-immigrants represent 81.5 per cent of the experienced labour force, it is not possible for them to be *heavily* over-represented, i.e., to make up 50 per cent more than 81.5, or 122.25 per cent of the labour force of an industry. Similarly, because non-traditional immigrants represent a smaller proportion of the total experienced labour force than traditional immigrants, it is easier for non-traditional immigrants to be *heavily* over-represented in particular industries. These limitations of the measure should be taken into consideration in the interpretation of findings.

15. See endnote 14.

16. It is important to examine <u>both</u> the absolute proportion and relative over-representation of immigrants in industries. The concept of over-representation, used alone, has limitations since this measure does not take into consideration the <u>size</u> of the labour force of the industry in which immigrants are over-represented. It makes a difference in <u>absolute</u> numbers whether immigrants are over-represented in relatively small or large industries. For example, while immigrant women represent about half the female labour force of the clothing industry, the clothing industry represents only 2 per cent of the total female labour force.

17. The issue of immigrants and unemployment is worthy of more analysis. Are immigrants *heavily* over-represented in industries with relatively high unemployment because they have no choice but to take jobs in these industries, or does their over-representation actually "cause" high unemployment in these industries? In analyzing these issues, it would be important to differentiate between the unemployment rates of non-immigrants and immigrants, and between different groups of immigrants, in each industry. Since the overall unemployment rate of immigrants is lower than that of non-immigrants, the identification of differences by industry would be revealing.

For a useful analysis of the issue of employment and job displacement, see DeVoretz (1989).

18. The relationship between education and the capacity to respond to the need for labour in rapidly expanding industries is worthy of further analysis. As noted in the Introduction to this paper, the next phase of research on the role of immigrants in structural change will focus on the type of labour provided by different groups of immigrants (i.e., high-wage/high-skill or low-wage/low-skill). Also, the relationship between expanding/declining industries and skill requirements will be explored. In the service sector, for example, both low-skill, low-wage and high-skill, high-wage industries are expanding. The second phase of this research will determine the role of immigrants in both types of expanding industries.

Table 1
Immigrants to Canada, by Class of Admission, 1971-1988

Year	Family Class	Convention Refugees & Designated Classes	Independent & Assisted Relatives	Total
1971	33,450	--	88,450	121,900
1972	33,019	5,180	83,807	122,006
1973	41,677	2,359	140,164	184,200
1974	54,232	1,666	162,567	218,465
1975	64,124	5,566	118,191	187,881
1976	60,830	11,751	76,848	149,429
1977	51,355	7,300	56,259	114,914
1978	45,540	4,255	36,518	86,313
1979	46,763	27,879	37,454	112,096
1980	51,027	40,348	51,742	143,117
1981	51,017	14,979	62,622	128,618
1982	49,980	16,925	54,242	121,147
1983	48,698	13,967	26,492	89,157
1984	43,814	15,342	29,083	88,239
1985	38,514	16,760	29,028	84,302
1986	42,197	19,147	37,875	99,219
1987	53,598	21,565	76,935	152,098
1988[1]	51,120	26,599	83,529	161,248

Note: 1. Preliminary data, as of September 1989.

Source: Data for 1971-1984 extracted from Kerr (1986, Table 1); 1985 data extracted from Canada, Employment and Immigration (1987, Table IM9); 1986 data extracted from Canada, Employment and Immigration (1988b, Table IM9); 1987 data extracted from Canada, Employment and Immigration (1988c).

Table 2
Percentage Distribution of Immigrants to Canada, by Class of Admission, 1971-1988

Year	Family Class	Convention Refugees & Designated Classes	Independent & Assisted Relatives
1971	27.4	--	72.6
1972	27.1	4.2	68.7
1973	22.6	1.3	76.1
1974	24.8	0.1	75.1
1975	34.1	2.9	63.0
1976	40.7	7.9	51.4
1977	44.7	6.3	49.0
1978	52.8	5.0	42.2
1979	41.7	24.9	33.4
1980	35.7	28.2	36.1
1981	39.7	11.6	48.7
1982	41.3	14.0	44.7
1983	54.6	15.7	29.7
1984	49.7	17.4	32.9
1985	45.7	19.9	34.4
1986	42.5	19.3	38.2
1987	35.2	14.2	50.6
1988[1]	31.7	16.5	51.8

Note: 1. Preliminary data, as of September 1989.

Source: Table 1.

Table 3
Immigrants, by World Area of Last Permanent Residence, Canada, 1971, 1976, 1981 and 1986

World Area of Last Permanent Residence[1]	1971		1976		1981		1986	
		% of total		% of total		% of total		% of total
Traditional Sources	76,379	62.7	67,412	45.1	56,172	43.7	29,807	30.0
North America	24,390	20.0	17,347	11.6	10,578	8.2	7,280	7.3
Southern Europe	23,805	19.5	15,328	10.3	7,832	6.1	4,428	4.5
Other Europe	28,184	23.1	34,737	23.2	37,762	29.4	18,099	18.2
Non-Traditional Sources	45,521	37.3	82,017	54.9	72,446	56.3	69,412	70.0
Asia	22,213	18.2	44,173	29.6	49,531	38.5	41,782	42.1
Africa	2,974	2.4	8,051	5.4	5,085	4.0	5,115	5.2
Caribbean & Bermuda	11,017	9.0	14,842	9.9	8,633	6.7	8,874	8.9
Central & South America	5,670	4.7	11,953	8.0	7,129	5.5	12,759	12.9
Oceania & Other	3,647	3.0	2,998	2.0	2,068[2]	1.6	882	0.9
Total	**121,900**	**100.0**	**149,429**	**100.0**	**128,618**	**100.0**	**99,219**	**100.0**

Notes: Totals may not add up to 100.0 per cent because of rounding.

1. The country composition of the given regions is not exactly the same as that used by Employment and Immigration Canada in its publications.
2. Includes 17 immigrants who were not identified with a given region.

Source: Data for 1971 extracted from Canada, Employment and Immigration (1972, Table 11); 1976 data extracted from Canada, Employment and Immigration (1978, Table 3); 1981 data extracted from Canada, Employment and Immigration (1983, Table 3); 1986 data extracted from Canada, Employment and Immigration (1988b, Table IM4).

Table 4.1

Distribution and Participation Rate of Total Population Age 15 and Over by Place of Birth and Period of Immigration (Crude and Age-Adjusted Participation Rates), Canada, 1986

		Total	%	Crude Participation Rate %	Age-Adjusted Participation Rate[1] %
Total		19634100	100.00	66.5	66.5
Non-Immigrants		15922130	81.09	66.9	66.0
Immigrants		3711965	18.91	64.7	67.8
Traditional Sources					
Total		2632900	13.41	61.4	68.8
Long-Term	(Before 1971)	2118385	10.79	58.8	71.7
Intermediate	(1971-1980)	392535	2.00	73.4	67.0
Recent	(1981-1986)	121980	0.62	68.8	62.8
1981-1982		64710	0.33	73.0	66.3
1983-1984		32995	0.17	67.5	62.1
1985-1986		24280	0.12	59.1	54.1
Non-Traditional Sources					
Total		1079070	5.50	72.6	67.1
Long-Term	(Before 1971)	299725	1.53	76.9	73.4
Intermediate	(1971-1980)	545700	2.78	74.3	67.1
Recent	(1981-1986)	233640	1.19	63.2	59.1
1981-1982		99090	0.50	69.4	65.1
1983-1984		79395	0.40	62.5	58.4
1985-1986		55160	0.28	53.3	49.1

Note: 1. The age-adjusted rates are calculated for each immigrant and non-immigrant group on the basis of the age structure of the *total* population.

Source: Special tabulations, 1986 Census.

Table 4.2

Distribution and Participation Rate of Male Population Age 15 and Over by Place of Birth and Period of Immigration (Crude and Age-Adjusted Participation Rates), Canada, 1986

		Total	%	Crude Participation Rate %	Age-Adjusted Participation Rate[1] %
Total		9606255	100.00	77.5	77.5
Non-Immigrants		7794431	81.14	77.7	77.1
Immigrants		1811825	18.86	76.4	78.2
Traditional Sources					
Total		1287215	13.40	74.2	79.8
Long-Term	(Before 1971)	1041240	10.84	71.9	82.1
Intermediate	(1971-1980)	189315	1.97	84.8	78.8
Recent	(1981-1986)	56660	0.59	82.0	75.3
1981-1982		31095	0.32	84.7	77.5
1983-1984		14435	0.15	82.6	76.2
1985-1986		11130	0.12	73.3	68.4
Non-Traditional Sources					
Total		524610	5.46	81.7	76.6
Long-Term	(Before 1971)	148875	1.55	86.4	81.6
Intermediate	(1971-1980)	264080	2.75	82.7	76.6
Recent	(1981-1986)	111655	1.16	73.3	70.5
1981-1982		47540	0.49	78.9	76.0
1983-1984		37820	0.39	72.6	69.8
1985-1986		26300	0.27	64.0	61.4

Note: 1. The age-adjusted rates are calculated for each immigrant and non-immigrant group on the basis of the age structure of the *total male* population.

Source: Special tabulations, 1986 Census.

Table 4.3
Distribution and Participation Rate of Female Population Age 15 and Over by Place of Birth and Period of Immigration (Crude and Age-Adjusted Participation Rates), Canada, 1986

		Total	%	Crude Participation Rate %	Age-Adjusted Participation Rate[1] %
Total		10027850	100.00	55.9	55.9
Non-Immigrants		8127700	81.05	56.5	55.4
Immigrants		1900145	18.95	53.5	57.8
Traditional Sources					
Total		1345685	13.42	49.2	58.2
Long-Term	(Before 1971)	1077140	10.74	46.1	61.3
Intermediate	(1971-1980)	203220	2.03	62.8	56.5
Recent	(1981-1986)	65320	0.65	57.3	51.8
1981-1982		33620	0.34	62.2	56.0
1983-1984		18560	0.19	55.8	51.0
1985-1986		13145	0.13	47.1	41.6
Non-Traditional Sources					
Total		554460	5.53	64.0	58.4
Long-Term	(Before 1971)	150855	1.50	67.5	65.3
Intermediate	(1971-1980)	281620	2.81	66.5	58.8
Recent	(1981-1986)	121980	1.22	54.1	49.4
1981-1982		51550	0.51	60.6	55.7
1983-1984		41575	0.41	53.2	49.0
1985-1986		28860	0.29	43.5	38.6

Note: 1. The age-adjusted rates are calculated for each immigrant and non-immigrant group on the basis of the age structure of the *total female* population.

Source: Special tabulations, 1986 Census.

Table 5
Geographic Distribution of Total Labour Force Age 15 and Over by Province/Territory for Total Population, Non-Immigrants and Immigrants, Canada, 1986

	Canada %	Atlantic Provinces %	Quebec %	Ontario %	Prairie Provinces %	British Columbia %	Yukon and Northwest Territories %
Total Population	100.0	8.1	24.6	37.7	17.9	11.4	0.3
Non-Immigrants	100.0	9.5	27.2	33.7	18.7	10.5	0.3
Immigrants	100.0	1.9	13.0	55.3	14.2	15.4	0.2

Source: Special tabulations, 1986 Census.

Table 6.1

Crude and Age-Adjusted Percentage of Total Labour Force Age 15 and Over with Elementary Education and Some University Education by Place of Birth and Period of Immigration, Canada, 1986

	Elementary Education (Less than Grade 9)[1]		Some University Education	
	Crude	Age-Adjusted[2]	Crude	Age-Adjusted[2]
Total	10.1	10.1	23.4	23.4
Non-Immigrants	8.9	9.6	22.4	22.3
Immigrants	15.3	12.5	27.6	28.2
Traditional Sources				
Total	17.8	13.1	23.7	25.1
Long-Term (Before 1971)	19.4	12.0	22.2	25.4
Intermediate (1971-1980)	14.0	14.7	26.4	25.2
Recent (1981-1986)	7.0	8.5	36.1	34.0
1981-82	6.0	7.4	34.7	31.9
1983-84	7.7	9.2	37.6	35.6
1985-86	9.3	11.0	38.6	38.4
Non-Traditional Sources				
Total	10.3	10.7	35.8	34.5
Long-Term (Before 1971)	8.1	6.1	42.1	42.8
Intermediate (1971-1980)	9.7	11.3	34.2	31.9
Recent (1981-1986)	15.5	18.6	30.4	29.6
1981-82	14.7	17.5	30.6	29.7
1983-84	16.2	19.6	30.1	29.0
1985-86	15.9	19.6	30.5	29.8

Notes:
1. In this table, elementary education is defined as less than grade 9 education. It should be noted that, in the case of Quebec, for example, elementary education is currently defined as grades 1-6.
2. The age-adjusted percentages are calculated for each immigrant and non-immigrant group on the basis of the age structure of the *total* population.

Source: Special tabulations, 1986 Census.

Table 6.2

Crude and Age-Adjusted Percentage of Male Labour Force Age 15 and Over with Elementary Education and Some University Education by Place of Birth and Period of Immigration, Canada, 1986

	Elementary Education (Less than Grade 9)[1]		Some University Education	
	Crude	Age-Adjusted[2]	Crude	Age-Adjusted[2]
Total	11.8	11.8	23.6	23.6
Non-Immigrants	11.1	11.8	22.2	22.2
Immigrants	15.3	12.5	29.5	29.8
Traditional Sources				
Total	18.1	13.2	24.7	25.9
Long-Term (Before 1971)	19.6	12.1	23.4	26.2
Intermediate (1971-1980)	13.7	14.6	27.5	26.2
Recent (1981-1986)	7.5	8.9	37.7	35.7
1981-82	6.1	7.5	37.1	34.1
1983-84	8.4	9.5	39.0	37.7
1985-86	10.6	12.1	37.7	37.8
Non-Traditional Sources				
Total	9.0	9.6	40.0	38.5
Long-Term (Before 1971)	7.8	6.1	47.0	46.6
Intermediate (1971-1980)	8.1	9.7	38.1	35.6
Recent (1981-1986)	13.4	15.9	34.2	33.7
1981-82	13.0	15.1	34.5	34.0
1983-84	13.2	15.9	34.1	33.3
1985-86	14.8	17.5	33.7	33.5

Notes:
1. In this table, elementary education is defined as less than grade 9 education. It should be noted that, in the case of Quebec, for example, elementary education is currently defined as grades 1-6.
2. The age-adjusted percentages are calculated for each immigrant and non-immigrant group on the basis of the age structure of the *total male* population.

Source: Special tabulations, 1986 Census.

Table 6.3

Crude and Age-Adjusted Percentage of Female Labour Force age 15 and Over with Elementary Education and Some University Education by Place of Birth and Period of Immigration, Canada, 1986

	Elementary Education (Less than Grade 9)[1]		Some University Education	
	Crude	Age-Adjusted[2]	Crude	Age-Adjusted[2]
Total	7.8	7.8	23.1	23.1
Non-Immigrants	6.1	6.6	22.7	22.6
Immigrants	15.4	12.6	25.1	26.1
Traditional Sources				
Total	17.4	12.9	22.1	24.1
Long-Term (Before 1971)	19.0	11.8	20.4	24.4
Intermediate (1971-1980)	14.3	14.9	25.2	23.9
Recent (1981-1986)	6.4	8.1	34.2	31.5
1981-82	5.8	7.1	31.6	28.9
1983-84	6.8	9.0	35.9	32.9
1985-86	7.5	9.9	40.0	38.9
Non-Traditional Sources				
Total	11.8	12.1	30.7	29.7
Long-Term (Before 1971)	8.4	6.1	35.9	38.4
Intermediate (1971-1980)	11.5	13.0	29.7	27.6
Recent (1981-1986)	18.0	21.7	25.7	24.4
1981-82	16.9	20.0	25.9	24.5
1983-84	19.9	23.5	25.2	23.9
1985-86	17.5	22.1	26.3	24.5

Notes:
1. In this table, elementary education is defined as less than grade 9 education. It should be noted that, in the case of Quebec, for example, elementary education is currently defined as grades 1-6.
2. The age-adjusted percentages are calculated for each immigrant and non-immigrant group on the basis of the age structure of the *total female* population.

Source: Special tabulations, 1986 Census.

Table 7.1
Distribution and Percentage of Total Labour Force Age 15 and Over with No Knowledge of French or English, by Place of Birth and Period of Immigration, Canada, 1986

		Total Labour Force	Total Labour Force with no knowledge of English or French	
			#	%
Total		13,049,860	78,600	0.6
Non-Immigrants		10,648,850	3,910	0.0
Immigrants		2,401,005	74,690	3.1
Traditional Sources				
Total		1,617,135	37,225	2.3
Long-Term	(Before 1971)	1,245,135	20,660	1.7
Intermediate	(1971-1980)	288,105	11,705	4.1
Recent	(1981-1986)	83,890	4,860	5.8
1981-82		47,270	1,535	3.2
1983-84		22,270	1,470	6.6
1985-86		14,350	1,855	12.9
Non-Traditional Sources				
Total		783,875	37,465	4.8
Long-Term	(Before 1971)	230,530	4,620	2.0
Intermediate	(1971-1980)	405,590	15,500	3.8
Recent	(1981-1986)	147,755	17,340	11.7
1981-82		68,785	6,645	9.7
1983-84		49,580	5,875	11.8
1985-86		29,390	4,820	16.4

Source: Special tabulations, 1986 Census.

Table 7.2

Distribution and Percentage of Male Labour Force Age 15 and Over with No Knowledge of French or English, by Place of Birth and Period of Immigration, Canada, 1986

	Male Labour Force	Male Labour Force with no knowledge of English or French	
		#	%
Total	7,441,170	38,100	0.5
Non-Immigrants	6,057,140	2,510	0.0
Immigrants	1,384,025	35,590	2.6
Traditional Sources			
Total	955,170	18,980	2.0
Long-Term (Before 1971)	748,275	10,445	1.4
Intermediate (1971-1980)	160,465	5,730	3.6
Recent (1981-1986)	46,430	2,810	6.1
1981-82	26,345	840	3.2
1983-84	11,925	770	6.5
1985-86	8,160	1,205	14.8
Non-Traditional Sources			
Total	428,860	16,610	3.9
Long-Term (Before 1971)	128,630	1,880	1.5
Intermediate (1971-1980)	218,420	6,555	3.0
Recent (1981-1986)	81,815	8,175	10.0
1981-82	37,520	3,060	8.2
1983-84	27,460	2,595	9.5
1985-86	16,835	2,515	14.9

Source: Special tabulations, 1986 Census.

Table 7.3
Distribution and Percentage of Female Labour Force Age 15 and Over with No Knowledge of French or English, by Place of Birth and Period of Immigration, Canada, 1986

		Female Labour Force	Female Labour Force with no knowledge of English or French	
			#	%
Total		5,608,690	40,510	0.7
Non-Immigrants		4,591,710	1,405	0.0
Immigrants		1,016,980	39,100	3.8
Traditional Sources				
Total		661,965	18,245	2.8
Long-Term	(Before 1971)	496,865	10,220	2.1
Intermediate	(1971-1980)	127,640	5,975	4.7
Recent	(1981-1986)	37,460	2,050	5.5
1981-82		20,925	695	3.3
1983-84		10,345	705	6.8
1985-86		6,190	650	10.5
Non-Traditional Sources				
Total		355,010	20,860	5.9
Long-Term	(Before 1971)	101,895	2,740	2.7
Intermediate	(1971-1980)	187,175	8,950	4.8
Recent	(1981-1986)	65,940	9,170	13.9
1981-82		31,265	3,585	11.5
1983-84		22,120	3,280	14.8
1985-86		12,555	2,305	18.4

Source: Special tabulations, 1986 Census.

Table 8
Change in Employment by Industry, Canada, 1971-1981

	Employment 1971 (1)	Change in Employment 1971-1981 (2)	Percentage Change 1971-1981 (3)
	(Number of Persons)		
Primary Sector	703295	52036	7.4
Food & Beverages	220694	13666	6.2
Tobacco Products	9582	-901	-9.4
Rubber & Plastics	44928	16523	36.8
Leather Industries	28017	-1805	-6.4
Textile Industries	69487	-1898	-2.7
Knitting Mills	23948	-3437	-14.4
Clothing Industries	99516	-3363	-3.4
Wood Industries	93040	20053	21.6
Furniture & Fixtures	44580	9743	21.9
Paper & Allied Industries	119102	10714	9.0
Printing & Publishing	85862	22302	26.0
Primary Metal	112889	10665	9.4
Metal Fabricating	138992	20017	14.4
Machinery	71441	36964	51.7
Transportation Equipment	150597	27704	18.4
Electrical Products	123450	4385	3.6
Non-metallic Mineral Products	51925	3326	6.4
Petroleum & Coal Products	14056	7396	52.6
Chemical & Chemical Products	77445	10937	14.1
Miscellaneous Manufacturing	57971	8793	15.2
Construction	557774	129422	23.2
Transportation & Storage	376319	92099	24.5
Communications	144003	69357	48.2
Electric Power, Gas & Other Utilities	64523	32096	49.7
Wholesale Trade	343942	134382	39.1
Retail Trade	929854	431469	46.4
Finance, Insurance, Real Estate	336183	216626	64.4
Education & Health Services	77310	40409	52.3
Amusement & Recreation Services	45351	38715	85.4
Services to Business Management	267943	303322	113.2
Accommodation & Food Services	297922	215853	72.5
Other Personal & Miscellaneous Services	158600	131022	82.6
Total - All Industries	5940541	2098592	35.3

Note: Includes all industries in the Canadian business sector; excludes government administration, as well as public education and health. Based on 1970 Standard Industrial Classification.

Source: Columns (1) and (2) excerpted from Economic Council of Canada (1987, Table 3-1). Column (3) calculated by author. Primary sector is made up of 7 industries that were included in the original Economic Council of Canada table.

Table 9.1

Percentage Distribution of Total Experienced Labour Force Age 15 and Over by Industry, for Given Places of Birth, Canada, 1986

				Immigrants		
		Total	Non-Immigrants	Total	Traditional	Non-Traditional
1	**Total**	100.0	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	6.8	7.4	4.0	4.8	2.4
	Secondary Sector					
3	Food & Beverage	2.3	2.3	2.2	2.2	2.0
4	Tobacco Products	0.1	0.1	0.1	0.1	0.1
5	Rubber & Plastic Products	0.6	0.5	0.8	0.7	1.1
6	Leather Products	0.2	0.2	0.4	0.4	0.4
7	Primary Textiles	0.2	0.2	0.2	0.2	0.2
8	Textile Products	0.3	0.3	0.6	0.4	0.8
9	Clothing	1.1	0.7	3.0	2.3	4.3
10	Wood	1.1	1.2	1.0	0.8	1.2
11	Furniture & Fixtures	0.5	0.4	1.0	0.9	1.2
12	Paper & Allied Products	1.0	1.1	0.7	0.8	0.6
13	Printing & Publishing	1.3	1.3	1.3	1.2	1.4
14	Primary Metal	1.0	0.9	1.2	1.4	0.7
15	Fabricated Metal Products	1.4	1.1	2.3	2.4	2.0
16	Machinery	0.7	0.6	1.1	1.1	0.9
17	Transportation Equipment	1.9	1.7	2.9	3.1	2.5
18	Electrical & Electronic Products	1.3	1.1	2.1	1.9	2.6
19	Non-metallic Mineral Products	0.5	0.5	0.5	0.6	0.4
20	Petroleum & Coal Products	0.2	0.2	0.2	0.2	0.2
21	Chemical & Chemical Products	0.8	0.8	0.9	0.9	1.0
22	Other Manufacturing	0.8	0.6	1.3	1.2	1.6
23	Construction	6.0	5.9	6.3	8.2	2.4
24	**Total - Secondary Sector**	23.2	21.7	30.0	31.1	27.6
	Service Sector					
25	Transportation & Storage	4.4	4.7	3.4	3.6	3.1
26	Communication	2.2	2.3	1.5	1.5	1.7
27	Electrical Power, Gas & Other Utilities	1.1	1.1	0.9	1.0	0.6
28	Wholesale Trade	4.6	4.7	4.3	4.2	4.3
29	Retail Trade	12.6	12.9	11.1	11.0	11.5
30	Finance, Insurance, Real Estate	5.4	5.4	5.7	5.3	6.4
31	Business Services	4.6	4.5	5.2	5.1	5.5
32	Government Services	7.6	8.2	4.8	5.1	4.4
33	Educational Services	6.6	6.6	6.3	7.0	4.8
34	Health & Social Services	8.2	8.2	8.1	7.2	9.9
35	Accommodation & Food Services	6.3	6.0	7.7	6.1	10.9
36	Amusement & Recreational Services	1.3	1.3	1.0	1.1	0.8
37	Personal & Other Services	5.1	4.9	6.0	6.0	6.1
38	**Total - Service Sector**	70.0	70.9	66.0	64.1	69.9

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 9.2

Percentage Distribution of Male Experienced Labour Force Age 15 and Over by Industry, for Given Places of Birth, Canada, 1986

				Immigrants		
		Total	Non-Immigrants	Total	Traditional	Non-Traditional
1	**Total**	100.0	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	9.2	10.2	4.8	5.8	2.6
	Secondary Sector					
3	Food & Beverage	2.7	2.8	2.4	2.4	2.2
4	Tobacco Products	0.1	0.1	0.1	0.1	0.1
5	Rubber & Plastic Products	0.7	0.7	0.9	0.8	1.3
6	Leather Products	0.2	0.1	0.3	0.2	0.4
7	Primary Textiles	0.2	0.3	0.2	0.2	0.3
8	Textile Products	0.3	0.3	0.4	0.3	0.7
9	Clothing	0.5	0.3	1.1	0.9	1.7
10	Wood	1.7	1.8	1.5	1.2	2.1
11	Furniture & Fixtures	0.7	0.6	1.3	1.1	1.8
12	Paper & Allied Products	1.5	1.6	1.0	1.1	0.8
13	Printing & Publishing	1.3	1.3	1.3	1.2	1.4
14	Primary Metal	1.6	1.5	1.9	2.2	1.1
15	Fabricated Metal Products	2.0	1.6	3.3	3.4	3.1
16	Machinery	1.0	0.8	1.6	1.7	1.4
17	Transportation Equipment	2.7	2.4	4.1	4.3	3.6
18	Electrical & Electronic Products	1.5	1.3	2.4	2.0	3.0
19	Non-metallic Mineral Products	0.7	0.7	0.7	0.8	0.5
20	Petroleum & Coal Products	0.3	0.3	0.2	0.3	0.2
21	Chemical & Chemical Products	1.0	1.0	1.1	1.1	1.1
22	Other Manufacturing	0.8	0.7	1.3	1.1	1.7
23	Construction	9.3	9.2	10.0	12.7	3.9
24	**Total - Secondary Sector**	30.6	29.2	37.0	39.1	32.4
	Service Sector					
25	Transportation & Storage	6.5	6.8	4.9	5.0	4.7
26	Communication	2.2	2.4	1.6	1.5	1.8
27	Electrical Power, Gas & Other Utilities	1.5	1.6	1.3	1.4	0.9
28	Wholesale Trade	5.7	5.9	5.0	4.9	5.3
29	Retail Trade	11.0	11.3	9.7	8.8	11.7
30	Finance, Insurance, Real Estate	3.7	3.6	4.1	3.9	4.4
31	Business Services	4.4	4.2	5.3	5.1	5.9
32	Government Services	8.0	8.7	5.0	5.4	4.2
33	Educational Services	4.7	4.6	5.3	5.7	4.4
34	Health & Social Services	3.0	2.9	3.5	3.0	4.7
35	Accommodation & Food Services	4.5	3.9	7.0	5.0	11.6
36	Amusement & Recreational Services	1.2	1.3	1.0	1.1	0.9
37	Personal & Other Services	3.7	3.5	4.4	4.4	4.6
38	**Total - Service Sector**	60.2	60.7	58.2	55.1	65.1

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 9.3
Percentage Distribution of Female Experienced Labour Force Age 15 and Over by Industry, for Given Places of Birth, Canada, 1986

				Immigrants		
		Total	Non-Immigrants	Total	Traditional	Non-Traditional
1	**Total**	100.0	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	3.6	3.8	3.0	3.4	2.2
	Secondary Sector					
3	Food & Beverage	1.8	1.8	1.9	1.9	1.8
4	Tobacco Products	0.1	0.1	0.1	0.1	0.0
5	Rubber & Plastic Products	0.4	0.3	0.7	0.6	0.9
6	Leather Products	0.3	0.2	0.6	0.7	0.5
7	Primary Textiles	0.2	0.2	0.2	0.2	0.2
8	Textile Products	0.4	0.3	0.7	0.7	0.9
9	Clothing	2.0	1.2	5.5	4.4	7.5
10	Wood	0.3	0.3	0.2	0.3	0.2
11	Furniture & Fixtures	0.3	0.2	0.6	0.6	0.6
12	Paper & Allied Products	0.3	0.3	0.4	0.4	0.3
13	Printing & Publishing	1.3	1.3	1.3	1.3	1.3
14	Primary Metal	0.2	0.2	0.2	0.2	0.2
15	Fabricated Metal Products	0.5	0.5	0.8	0.9	0.7
16	Machinery	0.2	0.2	0.3	0.3	0.2
17	Transportation Equipment	0.8	0.7	1.3	1.3	1.3
18	Electrical & Electronic Products	1.1	0.9	1.8	1.6	2.0
19	Non-metallic Mineral Products	0.2	0.2	0.2	0.2	0.2
20	Petroleum & Coal Products	0.1	0.1	0.1	0.1	0.1
21	Chemical & Chemical Products	0.6	0.5	0.7	0.7	0.8
22	Other Manufacturing	0.7	0.6	1.3	1.2	1.5
23	Construction	1.5	1.5	1.3	1.7	0.7
24	**Total - Secondary Sector**	13.2	11.7	20.2	19.4	21.9
	Service Sector					
25	Transportation & Storage	1.7	1.8	1.4	1.5	1.2
26	Communication	2.0	2.2	1.4	1.3	1.4
27	Electrical Power, Gas & Other Utilities	0.5	0.5	0.3	0.3	0.3
28	Wholesale Trade	3.1	3.1	3.2	3.3	3.1
29	Retail Trade	14.8	15.2	13.1	14.1	11.2
30	Finance, Insurance, Real Estate	7.7	7.7	7.8	7.3	8.8
31	Business Services	4.9	4.9	5.0	5.1	4.9
32	Government Services	7.1	7.7	4.5	4.5	4.6
33	Educational Services	9.1	9.3	7.8	9.0	5.4
34	Health & Social Services	15.0	15.2	14.3	13.3	16.3
35	Accommodation & Food Services	8.8	8.8	8.6	7.9	10.0
36	Amusement & Recreational Services	1.3	1.4	1.0	1.1	0.7
37	Personal & Other Services	7.1	6.8	8.2	8.3	8.0
38	**Total - Service Sector**	83.1	84.6	76.7	77.2	75.9

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 10.1

Percentage Distribution of Total Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries, Canada, 1986

				Immigrants		
		Total (100%)	Non-Immigrants	Total	Traditional	Non-Traditional
1	**Total**	12740230	81.5	18.5	12.5	6.0
2	**Total - Primary Sector**	865510	89.0	11.0	8.9	2.1
	Secondary Sector					
3	Food & Beverage	292465	82.6	17.4	12.1	5.3
4	Tobacco Products	7645	80.5	19.6	14.5	5.1
5	Rubber & Plastic Products	75895	74.3	25.7	14.4	11.3
6	Leather Products	28070	63.9	36.1	24.3	11.8
7	Primary Textiles	26450	83.2	16.8	10.6	6.1
8	Textile Products	40840	68.2	31.8	17.5	14.2
9	Clothing	143025	51.2	48.9	25.8	23.0
10	Wood	142115	84.1	15.9	9.4	6.5
11	Furniture & Fixtures	66310	64.7	35.3	21.0	14.3
12	Paper & Allied Products	129825	86.9	13.1	9.9	3.2
13	Printing & Publishing	165345	81.6	18.4	12.1	6.3
14	Primary Metal	124665	77.9	22.1	18.1	4.0
15	Fabricated Metal Products	172040	69.1	30.9	21.9	9.0
16	Machinery	85700	71.1	28.9	21.3	7.6
17	Transportation Equipment	242480	71.7	28.3	20.3	8.0
18	Electrical & Electronic Products	165060	69.9	30.1	18.2	11.9
19	Non-metallic Mineral Products	61835	80.6	19.4	14.9	4.5
20	Petroleum & Coal Products	25395	82.7	17.3	12.3	5.0
21	Chemical & Chemical Products	104180	78.7	21.3	14.0	7.4
22	Other Manufacturing	97395	68.3	31.7	19.2	12.5
23	Construction	759170	80.3	19.7	17.2	2.4
24	**Total - Secondary Sector**	2955910	76.1	23.9	16.8	7.1
	Service Sector					
25	Transportation & Storage	565725	85.7	14.3	10.1	4.2
26	Communication	274715	86.9	13.1	8.5	4.6
27	Electrical Power, Gas & Other Utilities	137165	85.0	15.0	11.4	3.6
28	Wholesale Trade	584840	82.9	17.1	11.5	5.6
29	Retail Trade	1606010	83.7	16.3	10.9	5.4
30	Finance, Insurance, Real Estate	690890	80.6	19.4	12.3	7.1
31	Business Services	588665	79.2	20.8	13.7	7.1
32	Government Services	969280	88.3	11.7	8.3	3.4
33	Educational Services	838075	82.2	17.8	13.4	4.4
34	Health & Social Services	1041450	81.7	18.3	11.0	7.3
35	Accommodation & Food Services	806035	77.6	22.4	12.2	10.2
36	Amusement & Recreational Services	161770	85.6	14.4	10.7	3.7
37	Personal & Other Services	654180	78.4	21.6	14.5	7.1
38	**Total - Service Sector**	8918805	82.6	17.4	11.5	6.0

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 10.2

Percentage Distribution of Male Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries, Canada, 1986

				Immigrants		
		Total (100%)	Non-Immigrants	Total	Traditional	Non-Traditional
1	**Total**	7294215	81.3	18.7	13.0	5.7
2	**Total - Primary Sector**	668355	90.3	9.7	8.1	1.6
	Secondary Sector					
3	Food & Beverage	195485	83.5	16.5	11.8	4.7
4	Tobacco	4745	79.5	20.7	15.3	5.4
5	Rubber & Plastic	54050	76.6	23.4	13.3	10.0
6	Leather Products	11470	66.3	33.7	20.3	13.3
7	Primary Textiles	17475	85.4	14.5	8.4	6.1
8	Textile Products	21190	72.8	27.2	13.8	13.4
9	Clothing	33375	53.2	46.8	25.3	21.5
10	Wood	126170	83.9	16.1	9.3	6.8
11	Furniture & Fixtures	51210	65.5	34.5	19.7	14.8
12	Paper & Allied Products	111175	87.8	12.2	9.3	2.9
13	Printing & Publishing	94590	81.3	18.7	12.4	6.3
14	Primary Metal	113320	77.6	22.4	18.5	4.0
15	Fabricated Metal Products	142465	68.6	31.4	22.3	9.2
16	Machinery	72120	69.9	30.1	22.2	7.9
17	Transportation Equipment	196880	71.8	28.2	20.6	7.6
18	Electrical & Electronic Products	106505	69.9	30.1	18.2	12.0
19	Non-metallic Mineral Products	52170	80.7	19.3	15.0	4.3
20	Petroleum & Coal Products	19860	83.1	16.9	12.5	4.4
21	Chemical & Chemical Products	72940	79.7	20.3	13.8	6.5
22	Other Manufacturing	57885	69.2	30.8	18.4	12.4
23	Construction	679820	80.0	20.0	17.6	2.4
24	**Total - Secondary Sector**	2234910	77.4	22.6	16.5	6.1
	Service Sector					
25	Transportation & Storage	471075	85.8	14.2	10.0	4.1
26	Communication	163945	86.5	13.5	8.9	4.7
27	Electrical Power, Gas & Other Utilities	111265	84.4	15.6	12.1	3.5
28	Wholesale Trade	415835	83.6	16.4	11.1	5.3
29	Retail Trade	800705	83.5	16.5	10.4	6.1
30	Finance, Insurance, Real Estate	270735	79.4	20.6	13.8	6.9
31	Business Services	322570	77.6	22.4	14.8	7.6
32	Government Services	583195	88.2	11.8	8.8	3.0
33	Educational Services	345075	79.1	20.9	15.5	5.4
34	Health & Social Services	221950	78.3	21.7	12.8	8.9
35	Accommodation & Food Services	326580	70.9	29.1	14.3	14.8
36	Amusement & Recreational Services	89830	84.9	15.2	11.1	4.1
37	Personal & Other Services	268195	77.5	22.5	15.4	7.1
38	**Total - Service Sector**	4390950	81.9	18.1	11.9	6.2

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 10.3

Percentage Distribution of Female Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries, Canada, 1986

		Total (100%)	Non-Immigrants	Immigrants		
				Total	Traditional	Non-Traditional
1	**Total**	5446015	81.8	18.2	11.9	6.3
2	**Total - Primary Sector**	197160	84.8	15.2	11.4	3.9
	Secondary Sector					
3	Food & Beverage	96980	80.7	19.3	12.8	6.5
4	Tobacco Products	2900	82.2	17.8	13.1	4.7
5	Rubber & Plastic Products	21845	68.3	31.6	17.1	14.5
6	Leather Products	16600	62.2	37.8	27.0	10.8
7	Primary Textiles	8980	78.8	21.1	15.0	6.1
8	Textile Products	19655	63.2	36.8	21.6	15.1
9	Clothing	109650	50.5	49.5	26.0	23.5
10	Wood	15945	85.5	14.5	10.3	4.2
11	Furniture & Fixtures	15100	61.7	38.3	25.4	12.9
12	Paper & Allied Products	18655	81.3	18.7	13.5	5.2
13	Printing & Publishing	70750	82.0	18.0	11.7	6.3
14	Primary Metal	11345	81.4	18.6	14.1	4.5
15	Fabricated Metal Products	29570	71.6	28.4	19.9	8.5
16	Machinery	13580	77.7	22.3	16.4	5.9
17	Transportation Equipment	45600	71.5	28.5	19.0	9.5
18	Electrical & Electronic Products	58550	69.9	30.1	18.2	11.9
19	Non-metallic Mineral Products	9665	80.1	19.9	14.2	5.7
20	Petroleum & Coal Products	5535	81.1	18.8	11.6	7.2
21	Chemical & Chemical Products	31235	76.4	23.6	14.3	9.3
22	Other Manufacturing	39510	66.9	33.1	20.3	12.8
23	Construction	79345	83.2	16.8	13.9	2.9
24	**Total - Secondary Sector**	721000	72.1	27.9	17.5	10.4
	Service Sector					
25	Transportation & Storage	94655	85.0	15.0	10.6	4.4
26	Communication	110770	87.6	12.4	7.9	4.5
27	Electrical Power, Gas & Other Utilities	25895	87.6	12.4	8.5	3.9
28	Wholesale Trade	169010	81.1	18.9	12.5	6.4
29	Retail Trade	805305	83.8	16.2	11.4	4.8
30	Finance, Insurance, Real Estate	420155	81.5	18.5	11.3	7.2
31	Business Services	266095	81.3	18.7	12.4	6.3
32	Government Services	386080	88.3	11.7	7.6	4.0
33	Educational Services	493005	84.4	15.6	11.9	3.7
34	Health & Social Services	819500	82.6	17.4	10.6	6.8
35	Accommodation & Food Services	479455	82.2	17.8	10.7	7.2
36	Amusement & Recreational Services	71940	86.5	13.5	10.2	3.3
37	Personal & Other Services	385985	79.0	21.0	13.9	7.1
38	**Total - Service Sector**	4527850	83.2	16.8	11.1	5.7

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 11
Industries in which Immigrants are Heavily Over-Represented in Total Experienced Labour Force Age 15 and Over, by Sex, Canada, 1986

Industry	Total Labour Force	Male Labour Force	Female Labour Force
Secondary Sector			
Rubber & Plastic Products	No	No	Yes
Leather Products	Yes	Yes	Yes
Textile Products	Yes	Yes	Yes
Clothing	Yes	Yes	Yes
Furniture & Fixtures	Yes	Yes	Yes
Fabricated Metal Products	Yes	Yes	Yes
Machinery	Yes	Yes	No
Transportation Equipment	Yes	Yes	Yes
Electrical & Electronic Products	Yes	Yes	Yes
Other Manufacturing	Yes	Yes	Yes
Service Sector			
Accommodation and Food Services	No	Yes	No

Note: For definition of "*heavily* over-represented", see endnote 14.
Source: Based on Tables 10.1, 10.2 and 10.3.

Table 12.1

Percentage Distribution of Total Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Industry, for Given Periods of Immigration, Canada, 1986

		Total	Long-Term (Before 1971)	Intermediate (1971-1980)	Recent (1981-1986)
1	**Total**	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	2.4	2.2	2.3	3.1
	Secondary Sector				
3	Food & Beverage	2.0	1.7	2.2	2.1
4	Tobacco Products	0.1	0.1	0.0	0.0
5	Rubber & Plastic Products	1.1	0.6	1.2	1.8
6	Leather Products	0.4	0.1	0.5	0.8
7	Primary Textiles	0.2	0.1	0.2	0.3
8	Textile Products	0.8	0.4	0.8	1.3
9	Clothing	4.3	1.9	4.6	7.6
10	Wood	1.2	1.5	1.1	1.0
11	Furniture & Fixtures	1.2	0.5	1.3	2.3
12	Paper & Allied Products	0.6	0.6	0.6	0.4
13	Printing & Publishing	1.4	1.3	1.5	1.3
14	Primary Metal	0.7	0.6	0.7	0.5
15	Fabricated Metal Products	2.0	1.4	2.3	2.4
16	Machinery	0.9	0.7	1.0	0.7
17	Transportation Equipment	2.5	1.8	2.9	2.7
18	Electrical & Electronic Products	2.6	2.1	2.9	2.5
19	Non-metallic Mineral Products	0.4	0.4	0.4	0.4
20	Petroleum & Coal Products	0.2	0.2	0.2	0.1
21	Chemical & Chemical Products	1.0	1.0	1.1	0.8
22	Other Manufacturing	1.6	1.0	1.7	2.1
23	Construction	2.4	2.7	2.3	2.3
24	**Total - Secondary Sector**	27.6	20.6	29.6	33.3
	Service Sector				
25	Transportation & Storage	3.1	3.7	3.2	1.8
26	Communication	1.7	2.6	1.5	0.7
27	Electrical Power, Gas & Other Utilities	0.6	1.1	0.6	0.2
28	Wholesale Trade	4.3	4.2	4.3	4.5
29	Retail Trade	11.5	10.5	12.0	11.6
30	Finance, Insurance, Real Estate	6.4	6.7	7.1	4.1
31	Business Services	5.5	6.1	5.3	4.8
32	Government Services	4.4	6.8	3.8	1.9
33	Educational Services	4.8	8.6	3.4	2.8
34	Health & Social Services	9.9	13.5	9.5	5.5
35	Accommodation & Food Services	10.9	8.2	10.8	15.4
36	Amusement & Recreational Services	0.8	0.9	0.7	0.7
37	Personal & Other Services	6.1	4.4	5.8	9.6
38	**Total - Service Sector**	69.9	77.2	68.1	63.6

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 12.2

Percentage Distribution of Male Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Industry, for Given Periods of Immigration, Canada, 1986

		Total	Long-Term (Before 1971)	Intermediate (1971-1980)	Recent (1981-1986)
1	**Total**	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	2.6	2.6	2.4	3.0
	Secondary Sector				
3	Food & Beverage	2.2	1.7	2.5	2.3
4	Tobacco Products	0.1	0.1	0.0	0.0
5	Rubber & Plastic Products	1.3	0.7	1.4	2.0
6	Leather Products	0.4	0.1	0.4	0.7
7	Primary Textiles	0.3	0.1	0.3	0.5
8	Textile Products	0.7	0.4	0.7	1.2
9	Clothing	1.7	0.8	1.7	3.2
10	Wood	2.1	2.5	1.9	1.7
11	Furniture & Fixtures	1.8	0.7	1.9	3.5
12	Paper & Allied Products	0.8	0.9	0.8	0.5
13	Printing & Publishing	1.4	1.4	1.5	1.4
14	Primary Metal	1.1	1.0	1.2	0.8
15	Fabricated Metal Products	3.1	2.1	3.6	3.6
16	Machinery	1.4	1.0	1.7	1.0
17	Transportation Equipment	3.6	2.7	4.2	3.4
18	Electrical & Electronic Products	3.0	2.6	3.5	2.7
19	Non-metallic Mineral Products	0.5	0.5	0.5	0.6
20	Petroleum & Coal Products	0.2	0.3	0.2	0.1
21	Chemical & Chemical Products	1.1	1.1	1.3	0.8
22	Other Manufacturing	1.7	1.2	1.8	2.2
23	Construction	3.9	4.3	3.8	3.6
24	**Total - Secondary Sector**	32.4	26.3	34.7	35.7
	Service Sector				
25	Transportation & Storage	4.7	5.4	5.0	2.6
26	Communication	1.8	2.8	1.6	0.8
27	Electrical Power, Gas & Other Utilities	0.9	1.6	0.8	0.3
28	Wholesale Trade	5.3	5.2	5.3	5.3
29	Retail Trade	11.7	10.1	12.3	12.5
30	Finance, Insurance, Real Estate	4.4	4.8	4.7	3.1
31	Business Services	5.9	6.6	5.7	5.3
32	Government Services	4.2	6.9	3.4	1.9
33	Educational Services	4.4	7.9	3.0	2.8
34	Health & Social Services	4.7	6.5	4.4	2.8
35	Accommodation & Food Services	11.6	8.9	11.3	16.7
36	Amusement & Recreational Services	0.9	1.1	0.8	0.9
37	Personal & Other Services	4.6	3.4	4.6	6.5
38	**Total - Service Sector**	65.1	71.0	62.9	61.3

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 12.3

Percentage Distribution of Female Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Industry, for Given Periods of Immigration, Canada, 1986

		Total	Long-Term (Before 1971)	Intermediate (1971-1980)	Recent (1981-1986)
1	**Total**	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	2.2	1.6	2.2	3.3
	Secondary Sector				
3	Food & Beverage	1.8	1.7	1.9	1.8
4	Tobacco Products	0.0	0.1	0.0	0.0
5	Rubber & Plastic Products	0.9	0.4	1.0	1.5
6	Leather Products	0.5	0.2	0.6	0.9
7	Primary Textiles	0.2	0.1	0.2	0.2
8	Textile Products	0.9	0.4	1.0	1.3
9	Clothing	7.5	3.3	7.9	13.2
10	Wood	0.2	0.2	0.2	0.2
11	Furniture & Fixtures	0.6	0.3	0.7	0.8
12	Paper & Allied Products	0.3	0.3	0.3	0.3
13	Printing & Publishing	1.3	1.1	1.5	1.2
14	Primary Metal	0.2	0.2	0.2	0.1
15	Fabricated Metal Products	0.7	0.5	0.8	0.9
16	Machinery	0.2	0.2	0.2	0.3
17	Transportation Equipment	1.3	0.6	1.5	1.7
18	Electrical & Electronic Products	2.0	1.4	2.3	2.4
19	Non-metallic Mineral Products	0.2	0.1	0.2	0.2
20	Petroleum & Coal Products	0.1	0.2	0.1	0.0
21	Chemical & Chemical Products	0.8	0.8	0.9	0.7
22	Other Manufacturing	1.5	0.8	1.6	2.1
23	Construction	0.7	0.7	0.6	0.6
24	**Total - Secondary Sector**	21.9	13.4	23.7	30.2
	Service Sector				
25	Transportation & Storage	1.2	1.6	1.2	0.8
26	Communication	1.4	2.3	1.3	0.6
27	Electrical Power, Gas & Other Utilities	0.3	0.4	0.3	0.1
28	Wholesale Trade	3.1	3.0	3.1	3.5
29	Retail Trade	11.2	11.0	11.6	10.5
30	Finance, Insurance, Real Estate	8.8	9.0	9.8	5.5
31	Business Services	4.9	5.3	4.9	4.2
32	Government Services	4.6	6.7	4.3	1.8
33	Educational Services	5.4	9.5	3.9	2.9
34	Health & Social Services	16.3	22.4	15.4	8.8
35	Accommodation & Food Services	10.0	7.3	10.2	13.7
36	Amusement & Recreational Services	0.7	0.8	0.7	0.5
37	Personal & Other Services	8.0	5.8	7.3	13.5
38	**Total - Service Sector**	75.9	85.0	74.1	66.5

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 13.1

Percentage Distribution of Total Traditional Immigrant Experienced Labour Force Age 15 and Over by Industry, for Given Periods of Immigration, Canada, 1986

		Total	Long-Term (Before 1971)	Intermediate (1971-1980)	Recent (1981-1986)
1	**Total**	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	4.8	4.8	4.5	5.7
	Secondary Sector				
3	Food & Beverage	2.2	2.2	2.4	2.1
4	Tobacco Products	0.1	0.1	0.0	0.0
5	Rubber & Plastic Products	0.7	0.6	0.8	0.9
6	Leather Products	0.4	0.4	0.6	0.5
7	Primary Textiles	0.2	0.2	0.2	0.2
8	Textile Products	0.4	0.4	0.5	0.5
9	Clothing	2.3	2.3	2.3	2.0
10	Wood	0.8	0.8	0.9	0.6
11	Furniture & Fixtures	0.9	0.9	0.9	1.1
12	Paper & Allied Products	0.8	0.9	0.6	0.3
13	Printing & Publishing	1.2	1.3	1.2	1.3
14	Primary Metal	1.4	1.5	1.1	0.7
15	Fabricated Metal Products	2.4	2.3	2.4	2.6
16	Machinery	1.1	1.1	1.3	1.4
17	Transportation Equipment	3.1	3.1	2.9	3.2
18	Electrical & Electronic Products	1.9	1.8	2.0	2.2
19	Non-metallic Mineral Products	0.6	0.6	0.5	0.4
20	Petroleum & Coal Products	0.2	0.2	0.2	0.1
21	Chemical & Chemical Products	0.9	0.9	0.9	1.0
22	Other Manufacturing	1.2	1.1	1.3	1.6
23	Construction	8.2	8.4	7.8	6.6
24	**Total - Secondary Sector**	31.1	31.2	30.9	29.4
	Service Sector				
25	Transportation & Storage	3.6	3.8	2.9	2.2
26	Communication	1.5	1.6	1.1	0.7
27	Electrical Power, Gas & Other Utilities	1.0	1.1	0.7	0.4
28	Wholesale Trade	4.2	4.3	4.0	4.2
29	Retail Trade	11.0	11.0	11.1	10.2
30	Finance, Insurance, Real Estate	5.3	5.5	5.0	4.3
31	Business Services	5.1	4.8	5.5	7.0
32	Government Services	5.1	5.5	3.6	2.7
33	Educational Services	7.0	7.3	6.3	6.1
34	Health & Social Services	7.2	7.1	7.5	8.1
35	Accommodation & Food Services	6.1	5.4	8.6	8.4
36	Amusement & Recreational Services	1.1	1.0	1.4	1.5
37	Personal & Other Services	6.0	5.5	7.0	9.1
38	**Total - Service Sector**	64.1	63.9	64.7	64.9

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 13.2

Percentage Distribution of Male Traditional Immigrant Experienced Labour Force Age 15 and Over by Industry, for Given Periods of Immigration, Canada, 1986

		Total	Long-Term (Before 1971)	Intermediate (1971-1980)	Recent (1981-1986)
1	**Total**	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	5.8	5.7	5.5	6.8
	Secondary Sector				
3	Food & Beverage	2.4	2.4	2.6	2.4
4	Tobacco Products	0.1	0.1	0.0	0.0
5	Rubber & Plastic Products	0.8	0.7	0.8	1.1
6	Leather Products	0.2	0.2	0.3	0.2
7	Primary Textiles	0.2	0.2	0.1	0.2
8	Textile Products	0.3	0.3	0.3	0.5
9	Clothing	0.9	0.9	0.7	0.8
10	Wood	1.2	1.2	1.3	1.0
11	Furniture & Fixtures	1.1	1.0	1.1	1.4
12	Paper & Allied Products	1.1	1.2	0.9	0.4
13	Printing & Publishing	1.2	1.2	1.2	1.2
14	Primary Metal	2.2	2.4	1.8	1.2
15	Fabricated Metal Products	3.4	3.2	3.8	4.2
16	Machinery	1.7	1.6	2.0	2.2
17	Transportation Equipment	4.3	4.3	4.1	4.4
18	Electrical & Electronic Products	2.0	2.0	2.2	2.5
19	Non-metallic Mineral Products	0.8	0.9	0.8	0.6
20	Petroleum & Coal Products	0.3	0.3	0.3	0.2
21	Chemical & Chemical Products	1.1	1.1	1.0	1.1
22	Other Manufacturing	1.1	1.1	1.2	1.8
23	Construction	12.7	12.7	12.9	11.0
24	**Total - Secondary Sector**	39.1	39.0	39.6	38.5
	Service Sector				
25	Transportation & Storage	5.0	5.3	4.0	2.9
26	Communication	1.5	1.7	1.2	0.8
27	Electrical Power, Gas & Other Utilities	1.4	1.5	1.0	0.7
28	Wholesale Trade	4.9	4.9	4.8	5.0
29	Retail Trade	8.8	8.8	9.1	8.8
30	Finance, Insurance, Real Estate	3.9	4.1	3.6	3.2
31	Business Services	5.1	4.8	5.6	7.6
32	Government Services	5.4	6.0	3.6	2.7
33	Educational Services	5.7	5.9	5.0	4.7
34	Health & Social Services	3.0	2.9	3.2	3.8
35	Accommodation & Food Services	5.0	4.3	7.5	7.0
36	Amusement & Recreational Services	1.1	0.9	1.5	1.5
37	Personal & Other Services	4.4	4.2	4.8	6.1
38	**Total - Service Sector**	55.1	55.2	54.9	54.6

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 13.3

Percentage Distribution of Female Traditional Immigrant Experienced Labour Force Age 15 and Over by Industry, for Given Periods of Immigration, Canada, 1986

		Total	Long-Term (Before 1971)	Intermediate (1971-1980)	Recent (1981-1986)
1	**Total**	100.0	100.0	100.0	100.0
2	**Total - Primary Sector**	3.4	3.5	3.2	4.2
	Secondary Sector				
3	Food & Beverage	1.9	1.9	2.2	1.8
4	Tobacco Products	0.1	0.1	0.0	0.0
5	Rubber & Plastic Products	0.6	0.5	0.7	0.7
6	Leather Products	0.7	0.6	1.1	0.8
7	Primary Textiles	0.2	0.2	0.2	0.2
8	Textile Products	0.7	0.7	0.7	0.5
9	Clothing	4.4	4.4	4.4	3.4
10	Wood	0.3	0.2	0.3	0.2
11	Furniture & Fixtures	0.6	0.6	0.6	0.7
12	Paper & Allied Products	0.4	0.4	0.3	0.1
13	Printing & Publishing	1.3	1.3	1.2	1.4
14	Primary Metal	0.2	0.3	0.2	0.1
15	Fabricated Metal Products	0.9	1.0	0.8	0.7
16	Machinery	0.3	0.3	0.3	0.5
17	Transportation Equipment	1.3	1.3	1.5	1.6
18	Electrical & Electronic Products	1.6	1.6	1.6	1.7
19	Non-metallic Mineral Products	0.2	0.2	0.2	0.2
20	Petroleum & Coal Products	0.1	0.1	0.1	0.1
21	Chemical & Chemical Products	0.7	0.7	0.6	0.9
22	Other Manufacturing	1.2	1.2	1.3	1.3
23	Construction	1.7	1.8	1.4	1.0
24	**Total - Secondary Sector**	19.4	19.4	19.8	17.8
	Service Sector				
25	Transportation & Storage	1.5	1.6	1.5	1.3
26	Communication	1.3	1.5	0.9	0.7
27	Electrical Power, Gas & Other Utilities	0.3	0.4	0.3	0.1
28	Wholesale Trade	3.3	3.3	3.1	3.1
29	Retail Trade	14.1	14.4	13.5	12.0
30	Finance, Insurance, Real Estate	7.3	7.6	6.7	5.6
31	Business Services	5.1	4.9	5.3	6.3
32	Government Services	4.5	4.9	3.7	2.8
33	Educational Services	9.0	9.4	8.0	7.8
34	Health & Social Services	13.3	13.4	12.9	13.6
35	Accommodation & Food Services	7.9	7.2	10.0	10.1
36	Amusement & Recreational Services	1.1	1.0	1.3	1.6
37	Personal & Other Services	8.3	7.5	9.7	13.0
38	**Total - Service Sector**	77.2	77.2	77.0	78.0

Note: Based on 1980 Standard Industrial Classification.

Source: Special tabulations, 1986 Census.

Table 14

Percentage Distribution of Total, Male and Female Experienced Labour Force Age 15 and Over by Category of Industry According to Level of Growth Between 1971 and 1981, for Given Places of Birth, Canada, 1986

Industries by Level of Growth[1]	Total Labour Force	Male Labour Force	Female Labour Force
		Non-Immigrants	
+ +	54.9	44.3	72.4
+	43.4	54.6	24.8
-	1.7	1.1	2.8
Total	**100.0**	**100.0**	**100.0**
		Immigrants	
+ +	54.3	47.1	65.9
+	40.6	50.5	24.5
-	5.1	2.4	9.6
Total	**100.0**	**100.0**	**100.0**
		Traditional Immigrants	
+ +	51.8	43.3	66.2
+	44.0	54.8	25.7
-	4.2	1.9	8.1
Total	**100.0**	**100.0**	**100.0**
		Non-Traditional Immigrants	
+ +	59.6	55.5	65.5
+	33.3	41.0	22.2
-	7.1	3.5	12.3
Total	**100.0**	**100.0**	**100.0**

Note: 1. The symbols for levels of growth should be interpreted as follows:

+ + = Industries with above-average growth (rapidly expanding industries).

\+ = Industries with positive, below-average growth.

\- = Industries with negative growth (declining industries).

Source: Tables 8 and 9.1 through 9.3.

Table 15

Percentage Distribution of Total, Male and Female Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Category of Industry According to Level of Growth Between 1971 and 1981, for Given Periods of Immigration, Canada, 1986

Industries by Level of Growth[1]	Total Labour Force	Male Labour Force	Female Labour Force
		Long-Term Immigrants (Before 1971)	
+ +	61.2	55.4	70.5
+	35.2	42.8	23.0
-	3.6	1.8	6.5
Total	**100.0**	**100.0**	**100.0**
		Intermediate Immigrants (1971-1980)	
+ +	58.9	54.7	64.7
+	33.8	41.9	22.7
-	7.3	3.4	12.6
Total	**100.0**	**100.0**	**100.0**
		Recent Immigrants (1981-1986)	
+ +	59.5	57.9	61.7
+	29.4	36.1	20.3
-	11.1	6.0	18.0
Total	**100.0**	**100.0**	**100.0**

Note: 1. The symbols for levels of growth should be interpreted as follows:

+ + = Industries with above-average growth (rapidly expanding industries).

\+ = Industries with positive, below-average growth.

\- = Industries with negative growth (declining industries).

Source: Tables 8 and 12.1 through 12.3.

Table 16

Percentage Distribution of Total, Male and Female Traditional Immigrant Experienced Labour Force Age 15 and Over by Category of Industry According to Level of Growth Between 1971 and 1981, for Given Periods of Immigration, Canada, 1986

Industries by Level of Growth[1]	Total Labour Force	Male Labour Force	Female Labour Force
		Long-Term Immigrants (Before 1971)	
+ +	50.6	42.3	65.5
+	45.2	55.8	26.4
-	4.2	1.9	8.1
Total	**100.0**	**100.0**	**100.0**
		Intermediate Immigrants (1971-1980)	
+ +	55.1	46.7	67.8
+	40.5	51.7	23.7
-	4.4	1.6	8.5
Total	**100.0**	**100.0**	**100.0**
		Recent Immigrants (1981-1986)	
+ +	57.3	48.6	70.1
+	38.9	49.3	23.5
-	3.8	2.1	6.4
Total	**100.0**	**100.0**	**100.0**

Note: 1. The symbols for levels of growth should be interpreted as follows:

+ + = Industries with above-average growth (rapidly expanding industries).

\+ = Industries with positive, below-average growth.

\- = Industries with negative growth (declining industries).

Source: Tables 8 and 13.1 through 13.3.

Table 17.1

Relative Over-Representation of Total Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries According to Rate of Growth Between 1971 and 1981, Canada, 1986

			Immigrants		
		Non-Immigrants (81.5% of Total Labour Force)	Total (18.5% of Total Labour Force)	Traditional (12.5 % of Total Labour Force)	Non-Traditional (6.0% of Total Labour Force)
	Growth Rate (%)				
Industries with Above-Average Growth (Rapidly Expanding Industries)					
Business Services	113.2		20.8	13.7	7.1
Amusement & Recreational Services	85.4	85.6			
Personal & Other Services	82.6		21.6	14.5	7.1
Accommodation & Food Services	72.5		22.4		10.2*
Finance, Insurance, Real Estate	64.4		19.4		7.1
Petroleum & Coal Products	52.6	82.7			
Machinery	51.7		28.9*	21.3*	7.6
Electrical Power, Gas & Other Utilities	49.7	85.0			
Retail Trade	46.4	83.7			
Wholesale Trade	39.1	82.9			
Rubber & Plastic Products	36.8		25.7	14.4	11.3*
Industries with Positive, Below-Average Growth					
Transportation, Storage & Communications	31.0	86.1			
Printing & Publishing	26.0	81.6			6.3
Construction	23.2		19.7	17.2	
Furniture & Fixtures	21.9		35.3*	21.0*	14.3*
Wood	21.6	84.1			6.5
Transportation Equipment	18.4		28.3*	20.3*	8.0
Other Manufacturing	15.2		31.7*	19.2*	12.5*
Fabricated Metal Products	14.4		30.9*	21.9*	9.0*
Chemical & Chemical Products	14.1		21.3	14.0	7.4
Primary Metal	9.4		22.1	18.1	
Paper & Allied Products	9.0	86.9			
Primary Sector	7.4	89.0			
Non-metallic Mineral Products	6.4		19.4	14.9	
Food, Beverage & Tobacco Products	5.5	82.5			
Electrical & Electronic Products	3.6		30.1*	18.2	11.9*
Industries with Negative Growth (Declining Industries)					
Clothing	-3.4		48.9*	25.8*	23.0*
Textile Industries	-5.7		25.9	14.8	11.0*
Leather Products	-6.4		36.1*	24.3*	11.8*

Notes: Industry growth data are based on 1970 Standard Industrial Classification and data on immigrants are based on 1980 Standard Industrial Classification. Therefore, the two sets of information are not strictly comparable. This is unavoidable, because of changes in the classification system.

In some cases, it has been necessary to combine industries. This is obvious in most cases from the titles of the industry groups. Textile industries include primary textiles, textile products and knitting.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Tables 8 and 10.1.

Table 17.2

Relative Over-Representation of Male Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries According to Rate of Growth Between 1971 and 1981, Canada, 1986

			Immigrants		
		Non-Immigrants (81.3% of Male Labour Force)	Total (18.7% of Male Labour Force)	Traditional (13.0 % of Male Labour Force)	Non-Traditional (5.7% of Male Labour Force)
	Growth Rate (%)				
Industries with Above-Average Growth (Rapidly Expanding Industries)					
Business Services	113.2		22.4	14.8	7.6
Amusement & Recreational Services	85.4	84.9			
Personal & Other Services	82.6		22.5	15.4	7.1
Accommodation & Food Services	72.5		29.1*	14.3	14.8*
Finance, Insurance, Real Estate	64.4		20.6	13.8	6.9
Petroleum & Coal Products	52.6	83.1			
Machinery	51.7		30.1*	22.2*	7.9
Electrical Power, Gas & Other Utilities	49.7	84.4			
Retail Trade	46.4	83.5			6.1
Wholesale Trade	39.1	83.6			
Rubber & Plastic Products	36.8		23.4	13.3	10.0*
Industries with Positive, Below-Average Growth					
Transportation, Storage & Communications	31.0	86.0			
Printing and Publishing	26.0	81.3			6.3
Construction	23.2		20.0	17.6	
Furniture & Fixtures	21.9		34.5*	19.7*	14.8*
Wood	21.6	83.9			6.8
Transportation Equipment	18.4		28.2*	20.6*	7.6
Other Manufacturing	15.2		30.8*	18.4	12.4*
Fabricated Metal Products	14.4		31.4*	22.3*	9.2*
Chemical & Chemical Products	14.1		20.3	13.8	6.5
Primary Metal	9.4		22.4	18.5	
Paper & Allied Products	9.0	87.8			
Primary Sector	7.4	90.3			
Non-metallic Mineral Products	6.4		19.3	15.0	
Food, Beverage & Tobacco Products	5.5	83.4			
Electrical & Electronic Products	3.6		30.1*	18.2	12.0*
Industries with Negative Growth (Declining Industries)					
Clothing	-3.4		46.8*	25.3*	21.5*
Textile Industries	-5.7		21.5*		10.1*
Leather Products	-6.4		33.7*	20.3*	13.3*

Notes: Industry growth data are based on 1970 Standard Industrial Classification and data on immigrants are based on 1980 Standard Industrial Classification. Therefore, the two sets of information are not strictly comparable. This is unavoidable, because of changes in the classification system.

In some cases, it has been necessary to combine industries. This is obvious in most cases from the titles of the industry groups. Textile industries include primary textiles, textile products and knitting.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Tables 8 and 10.2.

Table 17.3

Relative Over-Representation of Female Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries According to Rate of Growth Between 1971 and 1981, Canada, 1986

			Immigrants		
		Non-Immigrants (81.8% of Female Labour Force)	Total (18.2% of Female Labour Force)	Traditional (11.9% of Female Labour Force)	Non-Traditional (6.3% of Female Labour Force)
	Growth Rate (%)				
Industries with Above-Average Growth (Rapidly Expanding Industries)					
Business Services	113.2		18.7	12.4	6.3
Amusement & Recreational Services	85.4	86.5			
Personal & Other Services	82.6		21.0	13.9	7.1
Accommodation & Food Services	72.5	82.2			7.2
Finance, Insurance, Real Estate	64.4		18.5		7.2
Petroleum & Coal Products	52.6		18.8		7.2
Machinery	51.7		22.3	16.4	
Electrical Power, Gas & Other Utilities	49.7	87.6			
Retail Trade	46.4	83.8			
Wholesale Trade	39.1		18.9	12.5	6.4
Rubber & Plastic Products	36.8		31.6*	17.1	14.5*
Industries with Positive, Below-Average Growth					
Transportation, Storage & Communications	31.0	86.4			
Printing and Publishing	26.0	82.0			6.3
Construction	23.2	83.2		13.9	
Furniture & Fixtures	21.9		38.3*	25.4*	12.9*
Wood	21.6	85.5			
Transportation Equipment	18.4		28.5*	19.0*	9.5*
Other Manufacturing	15.2		33.1*	20.3*	12.8*
Fabricated Metal Products	14.4		28.4*	19.9*	8.5
Chemical & Chemical Products	14.1		23.6	14.3	9.3
Primary Metal	9.4		18.6	14.1	
Paper & Allied Products	9.0		18.7	13.5	
Primary Sector	7.4	84.8			
Non-metallic Mineral Products	6.4		19.9	14.2	
Food, Beverage & Tobacco Products	5.5		19.3	12.8	6.5
Electrical & Electronic Products	3.6		30.1*	18.2*	11.9*
Industries with Negative Growth (Declining Industries)					
Clothing	-3.4		49.5*	26.0*	23.5*
Textile Industries	-5.7		31.9*	19.5*	12.3*
Leather Products	-6.4		37.8*	27.0*	10.8*

Notes: Industry growth data are based on 1970 Standard Industrial Classification and data on immigrants are based on 1980 Standard Industrial Classification. Therefore, the two sets of information are not strictly comparable. This is unavoidable, because of changes in the classification system.

In some cases, it has been necessary to combine industries. This is obvious in most cases from the titles of the industry groups. Textile industries include primary textiles, textile products and knitting.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Tables 8 and 10.3.

Table 18.1

Relative Over-Representation of Total Traditional and Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Period of Immigration, for Given Industries According to Rate of Growth Between 1971 and 1981, Canada, 1986

		Traditional (100%)			Non-Traditional (100%)		
		Long-Term (77.1%)	Intermediate (17.8%)	Recent (5.1%)	Long-Term (29.7%)	Intermediate (51.9%)	Recent (18.4%)
	Growth Rate (%)						
Industries with Above-Average Growth (Rapidly Expanding Industries)							
Business Services	113.2		19.2	7.1	33.0		
Amusement & Recreational Services	85.4		23.2	7.3	34.6		
Personal & Other Services	82.6		20.8	7.9*			28.9*
Accommodation & Food Services	72.5		24.9	7.0			26.0
Finance, Insurance, Real Estate	64.4	79.3			30.9	57.2	
Petroleum & Coal Products	52.6		21.0		42.0		
Machinery	51.7		19.6	6.5		61.7	
Electrical Power, Gas & Other Utilities	49.7	84.7			48.7*		
Retail Trade	46.4	77.4	17.9			54.2	18.6
Wholesale Trade	39.1	78.0					19.2
Rubber & Plastic Products	36.8		20.5	6.8		56.0	29.2*
Industries with Positive, Below-Average Growth							
Transportation, Storage & Communications	31.0	83.0			39.1		
Printing & Publishing	26.0	77.4		5.1		55.6	
Construction	23.2	79.0			32.9		
Furniture & Fixtures	21.9		18.0	6.6		54.5	33.6*
Wood	21.6	77.7	18.4		36.7		
Transportation Equipment	18.4	77.8		5.2		60.0	19.4
Other Manufacturing	15.2		19.2	6.8		56.0	24.6
Fabricated Metal Products	14.4		18.4	5.7		58.6	21.4
Chemical & Chemical Products	14.1	77.3		5.8		57.9	
Primary Metal	9.4	83.9				56.7	
Paper & Allied Products	9.0	83.8			34.9	52.4	
Primary Sector	7.4	77.5		6.0			23.6
Non-metallic Mineral Products	6.4	80.7					21.4
Food, Beverage & Tobacco Products	5.5		19.0			55.6	18.8
Electrical & Electronic Products	3.6		18.5	5.9		58.3	
Industries with Negative Growth (Declining Industries)							
Clothing	-3.4	77.8	17.9			54.5	32.4*
Textile Industries	-5.7		18.2	5.8		54.9	30.2*
Leather Products	-6.4		26.4	5.7		59.0	31.6*

Notes: Industry growth data are based on 1970 Standard Industrial Classification and data on immigrants are based on 1980 Standard Industrial Classification. Therefore, the two sets of information are not strictly comparable. This is unavoidable, because of changes in the classification system.

In some cases, it has been necessary to combine industries. This is obvious in most cases from the titles of the industry groups. Textile industries include primary textiles, textile products and knitting.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Table 8 and special tabulations, 1986 Census.

Table 18.2

Relative Over-Representation of Male Traditional and Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Period of Immigration, for Given Industries According to Rate of Growth Between 1971 and 1981, Canada, 1986

		Traditional (100%)			Non-Traditional (100%)		
		Long-Term (78.4%)	Inter-mediate (16.8%)	Recent (4.8%)	Long-Term (30.3%)	Inter-mediate (51.0%)	Recent (18.7%)
	Growth Rate (%)						
Industries with Above-Average Growth (Rapidly Expanding Industries)							
Business Services	113.2		18.7	7.2*	33.9		
Amusement & Recreational Services	85.4		23.9	6.7	36.4		19.1
Personal & Other Services	82.6		18.5	6.8		51.1	26.4
Accommodation & Food Services	72.5		25.5*	6.8			27.0
Finance, Insurance, Real Estate	64.4	80.8			32.6	54.5	
Petroleum & Coal Products	52.6		21.4		40.0	52.6	
Machinery	51.7		19.9	6.2		62.9	
Electrical Power, Gas & Other Utilities	49.7	85.3			51.8*		
Retail Trade	46.4		17.3			53.9	20.0
Wholesale Trade	39.1	78.7		4.9		51.5	18.8
Rubber & Plastic Products	36.8		18.4	6.7		54.2	28.9*
Industries with Positive, Below-Average Growth							
Transportation, Storage & Communications	31.0	83.9			38.1	52.3	
Printing & Publishing	26.0	78.6				53.0	
Construction	23.2	78.7	17.1		33.0		
Furniture & Fixtures	21.9		17.2	6.5		52.5	35.9*
Wood	21.6		18.0		37.4		
Transportation Equipment	18.4	79.0		4.9		59.4	
Other Manufacturing	15.2		18.1	7.6*		54.3	24.2
Fabricated Metal Products	14.4		18.7	6.0		58.6	21.3
Chemical & Chemical Products	14.1	78.7		5.1		57.8	
Primary Metal	9.4	83.9				56.9	
Paper and Allied Products	9.0	84.3			36.5	52.2	
Primary Sector	7.4			5.7	31.2		21.6
Non-metallic Mineral Products	6.4	81.2					22.0
Food, Beverage & Tobacco Products	5.5		17.6			56.5	19.2
Electrical & Electronic Products	3.6		18.4	6.0		58.0	
Industries with Negative Growth (Declining Industries)							
Clothing	-3.4	82.8				51.1	34.7*
Textile Industries	-5.7			7.9*			33.9*
Leather Products	-6.4		20.4			57.7	33.4*

Notes: Industry growth data are based on 1970 Standard Industrial Classification and data on immigrants are based on 1980 Standard Industrial Classification. Therefore, the two sets of information are not strictly comparable. This is unavoidable, because of changes in the classification system.

In some cases, it has been necessary to combine industries. This is obvious in most cases from the titles of the industry groups. Textile industries include primary textiles, textile products and knitting.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Table 8 and special tabulations, 1986 Census.

Table 18.3

Relative Over-Representation of Female Traditional and Non-Traditional Immigrant Experienced Labour Force Age 15 and Over by Period of Immigration, for Given Industries According to Rate of Growth Between 1971 and 1981, Canada, 1986

		Traditional (100%)			Non-Traditional (100%)		
		Long-Term (75.3%)	Inter-mediate (19.2%)	Recent (5.6%)	Long-Term (29.1%)	Inter-mediate (52.9%)	Recent (18.0%)
	Growth Rate (%)						
Industries with Above-Average Growth (Rapidly Expanding Industries)							
Business Services	113.2		20.0	6.9	31.6	53.1	
Amusement & Recreational Services	85.4		22.4	8.0	31.6	54.0	
Personal & Other Services	82.6		22.6	8.7*			30.6*
Accommodation & Food Services	72.5		24.4	7.1		54.0	24.6
Finance, Insurance, Real Estate	64.4	78.1			29.8	58.9	
Petroleum & Coal Products	52.6		19.5	7.8	45.0*		
Machinery	51.7			7.8		54.7	19.9
Electrical Power, Gas & Other Utilities	49.7	81.2			36.3	57.2	
Retail Trade	46.4	76.9				54.7	
Wholesale Trade	39.1	76.6					20.0
Rubber & Plastic Products	36.8		24.4	6.8		59.2	29.4*
Industries with Positive, Below-Average Growth							
Transportation, Storage & Communications	31.0	79.9			42.0		
Printing & Publishing	26.0	75.8		5.9		59.2	
Construction	23.2	81.5			32.8		
Furniture & Fixtures	21.9		20.2	6.7		62.1	24.9
Wood	21.6		21.1			54.9	18.0
Transportation Equipment	18.4		21.0	6.7		62.0	24.7
Other Manufacturing	15.2		20.8	5.8		58.5	25.2
Fabricated Metal Products	14.4	79.1				58.6	21.8
Chemical & Chemical Products	14.1			7.5		58.0	
Primary Metal	9.4	83.1			32.0	55.3	
Paper & Allied Products	9.0	82.1			29.4	53.6	
Primary Sector	7.4	75.4		6.8			26.3
Non-metallic Mineral Products	6.4	78.5				54.5	19.1
Food, Beverage & Tobacco Products	5.5		21.6			54.5	18.1
Electrical & Electronic Products	3.6	75.5		5.6		58.9	21.1
Industries with Negative Growth (Declining Industries)							
Clothing	-3.4	76.3	19.4			55.5	31.7*
Textile Industries	-5.7		20.9			60.4	25.9
Leather Products	-6.4		29.4*			60.2	30.1*

Notes: Industry growth data are based on 1970 Standard Industrial Classification and data on immigrants are based on 1980 Standard Industrial Classification. Therefore, the two sets of information are not strictly comparable. This is unavoidable, because of changes in the classification system.

In some cases, it has been necessary to combine industries. This is obvious in most cases from the titles of the industry groups. Textile industries include primary textiles, textile products and knitting.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Table 8 and special tabulations, 1986 Census.

Table 19.1

Relative Over-Representation of Total Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries According to Unemployment Rate, Canada, 1986

			Immigrants		
		Non-Immigrants (81.5% of Total Labour Force)	Total (18.5% of Total Labour Force)	Traditional (12.5% of Total Labour Force)	Non-Traditional (6.0% of Total Labour Force)
	Unemployment Rate (Both Sexes)				
Total Industry	8.1				
Industries with Below-Average Unemployment					
Communication	4.2	86.9			
Electrical Power, Gas & Other Utilities	4.7	85.0			
Finance, Insurance, Real Estate	4.8		19.4		7.1
Health & Social Services	4.8	81.7			7.3
Educational Services	5.2	82.2		13.4	
Tobacco Products	5.4		19.6	14.5	
Paper & Allied Products	5.7	86.9			
Chemical & Chemical Products	5.7		21.3	14.0	7.4
Petroleum & Coal Products	6.2	82.7			
Primary Metal	6.3		22.1	18.1	
Electrical & Electronic Products	6.6		30.1*	18.2	11.9*
Wholesale Trade	6.6	82.9			
Printing & Publishing	6.7	81.6			6.3
Transportation Equipment	6.9		28.3*	20.3*	8.0
Rubber & Plastic Products	7.0		25.7	14.4	11.3*
Government Services	7.3	88.3			
Primary Textiles	7.4	83.2			6.1
Transportation & Storage	7.4	85.7			
Machinery	7.6		28.9*	21.3*	7.6
Non-metallic Mineral Products	7.7		19.4	14.9	
Business Services	7.9		20.8	13.7	7.1
Retail Trade	8.0	83.7			
Industries with Above-Average Unemployment					
Fabricated Metal Products	8.1		30.9*	21.9*	9.0*
Furniture & Fixtures	8.6		35.3*	21.0*	14.3*
Other Manufacturing	8.7		31.7*	19.2*	12.5*
Personal & Other Services	9.4		21.6	14.5	7.1
Textile Products	9.7		31.8*	17.5	14.2*
Wood	10.2	84.1			6.5
Primary Sector	10.4	89.0			
Clothing	11.4		48.9*	25.8*	23.0*
Food & Beverage	12.1	82.6			
Leather Products	12.3		36.1*	24.3*	11.8*
Accommodation & Food Services	12.9		22.4		10.2*
Construction	14.0		19.7	17.2	
Amusement & Recreational Services	14.3	85.6			

Notes: Based on 1980 Standard Industrial Classification.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Table 10.1 and special tabulations, 1986 Census.

Table 19.2

Relative Over-Representation of Male Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries According to Unemployment Rate, Canada, 1986

			Immigrants		
		Non-Immigrants (81.3% of Male Labour Force)	Total (18.7% of Male Labour Force)	Traditional (13.0% of Male Labour Force)	Non-Traditional (5.7% of Male Labour Force)
	Unemployment Rate (Male)				
Total Industry	7.8				
Industries with Below-Average Unemployment					
Communication	3.6	86.5			
Finance, Insurance, Real Estate	3.7		20.6	13.8	6.9
Health & Social Services	4.1		21.7		8.9
Educational Services	4.2		20.9	15.5	
Electrical Power, Gas & Other Utilities	4.4	84.4			
Chemical & Chemical Products	4.7		20.3	13.8	6.5
Tobacco Products	4.8		20.7	15.3	
Printing & Publishing	5.1	81.3			6.3
Electrical & Electronic Products	5.3		30.1*	18.2	12.0*
Paper & Allied Products	5.3	87.8			
Rubber & Plastic Products	5.8		23.4	13.3	10.0*
Wholesale Trade	5.8	83.6			
Petroleum & Coal Products	6.0	83.1			
Primary Metal	6.0		22.4	18.5	
Government Services	6.1	88.2			
Primary Textiles	6.3	85.4			6.1
Transportation Equipment	6.7		28.2*	20.6*	7.6
Business Services	6.8		22.4	14.8	7.6
Retail Trade	6.9	83.5			6.1
Non-metallic Mineral Products	7.3		19.3	15.0	
Transportation & Storage	7.3	85.8			
Machinery	7.4		30.1*	22.2*	7.9
Other Manufacturing	7.6		30.8*	18.4	12.4*
Industries with Above-Average Unemployment					
Fabricated Metal Products	7.9		31.4*	22.3*	9.2*
Textile Products	7.9		27.2*	13.8	13.4*
Furniture & Fixtures	8.3		34.5*	19.7*	14.8*
Food & Beverage	9.1	83.5			
Personal & Other Services	9.2		22.5	15.4	7.1
Clothing	9.5		46.8*	25.3*	21.5*
Wood	10.0	83.9			6.8
Leather Products	10.5		33.7*	20.3*	13.3*
Primary Sector	10.7	90.3			
Accommodation & Food Services	11.3		29.1*	14.3	14.8*
Amusement & Recreational Services	13.8	84.9			
Construction	14.4		20.0	17.6	

Notes: Based on 1980 Standard Industrial Classification.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Table 10.2 and special tabulations, 1986 Census.

Table 19.3

Relative Over-Representation of Female Experienced Labour Force Age 15 and Over by Place of Birth, for Given Industries According to Unemployment Rate, Canada, 1986

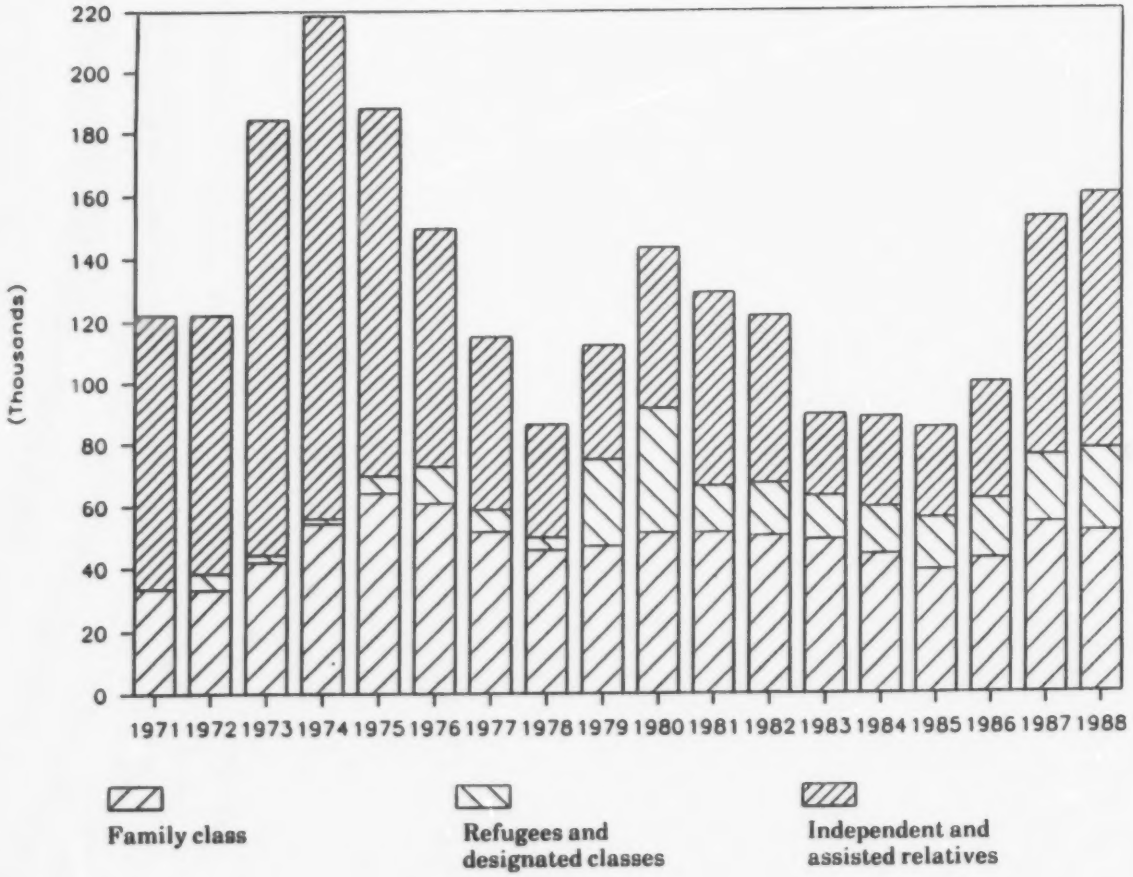
			Immigrants		
		Non-Immigrants (81.8% of Female Labour Force)	Total (18.2% of Female Labour Force)	Traditional (11.9% of Female Labour Force)	Non-Traditional (6.3% of Female Labour Force)
	Unemployment Rate (Female)				
Total Industry	8.6				
Industries with Below-Average Unemployment					
Health & Social Services	5.0	82.6			6.8
Communication	5.2	87.6			
Finance, Insurance, Real Estate	5.5		18.5		7.2
Educational Services	5.9	84.4			
Electrical Power, Gas & Other Utilities	5.9	87.6			
Tobacco Products	6.2	82.2		13.1	
Petroleum & Coal Products	7.0		18.8		7.2
Chemical & Chemical Products	7.8		23.6	14.3	9.3
Transportation Equipment	7.9		28.5*	19.0*	9.5*
Transportation & Storage	7.9	85.0			
Paper & Allied Products	8.3		18.7	13.5	
Wholesale Trade	8.5		18.9	12.5	6.4
Industries with Above-Average Unemployment					
Fabricated Metal Products	8.7		28.4*	19.9*	8.5
Primary Metal	8.8		18.6	14.1	
Printing & Publishing	8.8	82.0			6.3
Machinery	8.9		22.3	16.4	
Electrical & Electronic Products	9.0		30.1*	18.2*	11.9*
Government Services	9.0	88.3			
Retail Trade	9.1	83.8			
Business Services	9.2		18.7	12.4	6.3
Furniture & Fixtures	9.5		38.3*	25.4*	12.9*
Non-metallic Mineral Products	9.5		19.9	14.2	
Personal & Other Services	9.5		21.0	13.9	7.1
Primary Textiles	9.6		21.0	15.0	
Primary Sector	9.7	84.8			
Rubber & Plastic Products	9.9		31.6*	17.1	14.5*
Other Manufacturing	10.3		33.1*	20.3*	12.8*
Construction	10.9	83.2		13.9	
Textile Products	11.6		36.8*	21.6*	15.1*
Wood	11.8	85.5			
Clothing	12.0		49.5*	26.0*	23.5*
Leather Products	13.5		37.8*	27.0*	10.8*
Accommodation & Food Services	13.9	82.2			7.2
Amusement & Recreational Services	14.9	86.5			
Food & Beverage	18.3		19.3	12.8	6.5

Notes: Based on 1980 Standard Industrial Classification.

* The presence of an asterisk indicates industries in which immigrants are *heavily* over-represented (see endnote 14).

Source: Table 10.3 and special tabulations, 1986 Census.

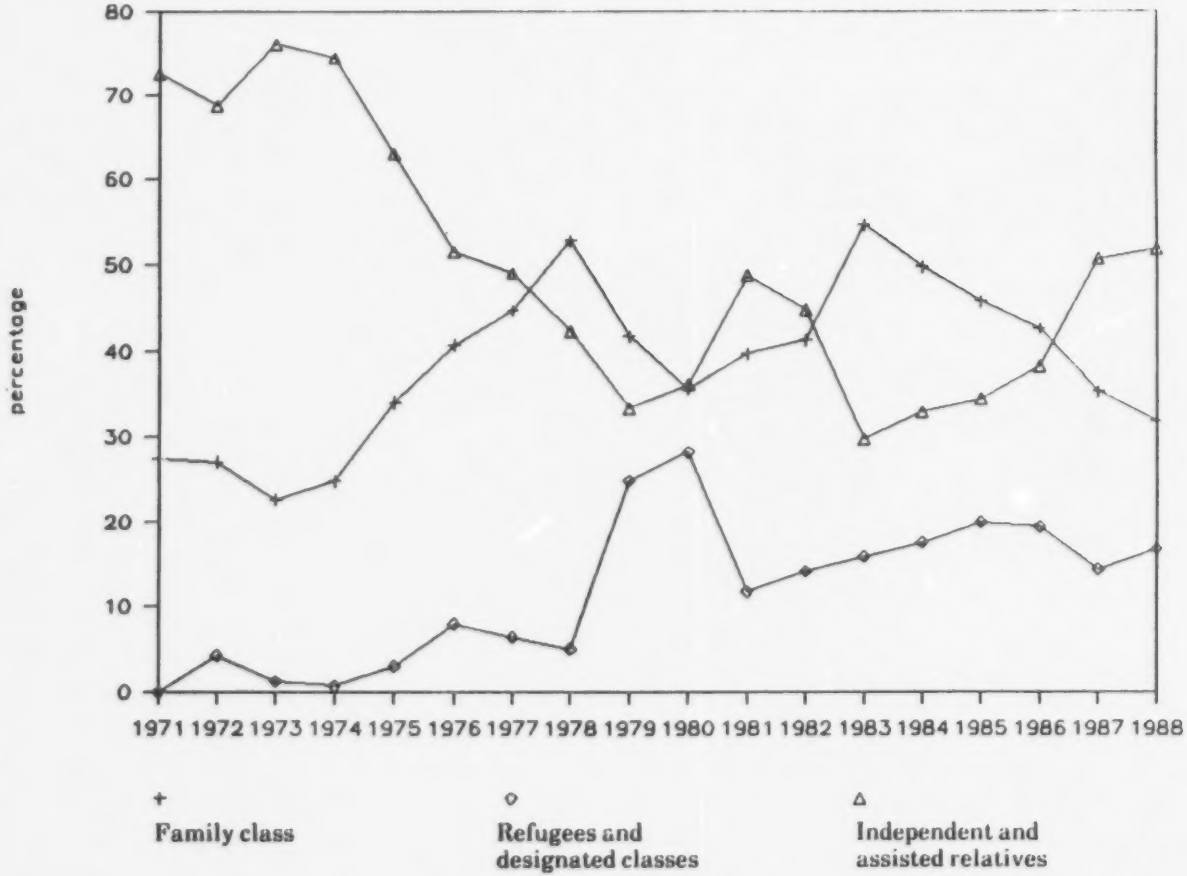
Figure 1
Immigrants to Canada, by Class of Admission
1971-1988



Source: Table 1.

Figure 2

Percentage Distribution of Immigrants to Canada, by Class of Admission 1971-1988



Source: Table 2.

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